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Department of Labor & Industry

2nd Annual

September 1995
Research & Analysis Bureau
Montana Department of Labor & Industry

Labor Day Report

Profile of the Montana Worker

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Department of Labor & Industry
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September 1995
Research & Analysis Bureau
Montana Department of Labor & Industry

Labor Day Report

Profile of the Montana Worker

State of Montana
Marc Racicot, Governor

Department of Labor & Industry
Laurie Ekanger, Commissioner

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DEDICATION

OFFICE OF THE GOVERNOR
STATE OF MONTANA

MARC RACICOT
GOVERNOR

STATE CAPITOL
HELENA, MONTANA 59620-0801

September 4, 1995

Dear Fellow Montanans:

Labor Day is another calendar benchmark that comes around every year and reminds each of us that 365 more days have passed with their inevitable changes. Labor Day is also a time for celebrating the working women and men who make our society and economy run so well.

As part of that benchmark process and government openness, we wanted to pull together in one place as many revealing statistics as possible to help all Montanans see where our economy is going and, perhaps, to add to the ongoing vital debate about where our economy should be going. We also hope that these numbers will prove helpful to Montana's businesses and to Montana's schools and families as students, parents and teachers seek to shape and match the unharnessed dreams of our young people to the ever-changing new realities of the modern economy and job market.

Many people in state government are working very hard and very diligently to help our state's economy grow in the right ways and in the right places. Ideally, we would like to help create the social, political and economic climate for sufficient jobs to sprout and support all Montanans who want to work to support the people they love in this special place that we all call home.

This is the second edition of the annual Labor Day compilation of numbers. It includes some changes from the 1994 version, as we seek to make the data even more useful and understandable to the owners of our state government, the people of Montana.

I hope this annual research exercise and statistical self-examination become one more means for Montana and Montanans to seize control of their own economic destiny. So we dedicate this study of the present, The Second Annual Profile of the Montana Worker, to the conscientious, skilled Montana workers of today and to their hardworking heirs who will follow.

Sincerely,

Marc Racicot

MARC RACICOT
Governor

TELEPHONE: (406) 444-3111 FAX: (406) 444-5529

Table of Contents

Overview 3

Who We Are

Profile of a Montana Worker 7
Population Estimates 1994 8
Men & Women in the Labor Force 9
Age Distribution of the Population 10
Age Distribution of the Labor Force 11
Years of School Completed 12
Transportation to Work 13

What We Earn

Montana Per Capita Personal Income 17
Average Annual Wage Per Job 18
County Per Capita Income 19
Area Per Capita Income - Adjusted 20
Hourly Earnings by Industry 21
Change in Hourly Earnings by Industry 22
Hourly Earnings 1969-1994 23
Weekly Hours by Industry 24
Change in Weekly Hours by Industry 25
Weekly Hours 1969-1993 26
Insurance, Health & Retirement Plans 27

What We Do

Occupations of Montana Workers 31
Occupations of Unemployed Montanans 32

Where We Work

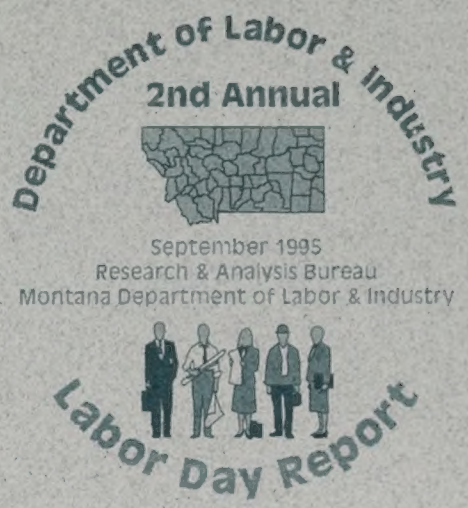
Annual Average Employment 35
1964 & 1974 Employment 36
1984 & 1994 Employment 37
Agricultural Employment 38
Mining Employment 39
Construction Employment 40
Manufacturing Employment 41
TCPU Employment 42
Trade Employment 43
FIRE Employment 44
Services Employment 45
Government Employment 46
Employment by Work Site Size 47
New Businesses 48

Problems We Face

Annual Average Unemployment Rate 51
Occupational Injuries & Illnesses 52
Fatal Occupational Injuries 53
Human Rights Discrimination Cases 54

Definitions and Program Descriptions 55

Acknowledgements ..... inside back cover



Profile of the Montana Worker

Overview . . .

OVERVIEW

Montana is an extremely dynamic and diverse society. And even during a year when it enjoyed one of the most vibrant and expansive economies in the nation, our special state again revealed its economic dynamics and diversities. These movements and changes are captured here in the numbers of this Second Annual Profile of the Montana Worker.

The state's population has moved through cycles over time, a pattern typical of Western development. Montana's population increased about 15,000 from 1993 to 1994 and grew 56,000, or seven percent, since 1990. Seventeen of Montana's 56 counties, or 30 percent, lost population while 39 others experienced growth. Nine counties experienced more than a 10 percent population growth, while most others grew less than five percent.

In the past quarter century, the actual center of Montana's population has shifted from the Great Falls area south and west to the boundary between Lewis & Clark and Meagher counties. If this influx of population, including retired people, continues through the turn-of-the-century, many experts expect Montana to regain its second seat in the U.S. House of Representatives.

Additionally, the age composition of Montana's population is changing. The post-World War II "baby boom" generation began entering the labor force in the early 1960s. Its members who opt for early retirement will generally start to leave the labor force after the year 2000 and will become eligible for Medicare starting around 2010, recreating the same kind of population bulge in the over-65 age brackets as it has in other population and social sectors throughout the generation's lifetime. The children of these baby-boomers, the so-called echo effect, began entering the labor force in the early 1990s.

The gender composition of Montana's labor force is also changing. In 1960, women made up just under 30 percent of the labor force. By 1990, this percentage had increased to 45 percent and remained at roughly that level through 1994. Both statistics are similar to the nation's experience.

Montana's labor force is also becoming more educated over time. In 1960, about 35 percent of the state's workers had only an eighth grade education or less, while eight percent had four or more years of college. By 1990, the percent of workers with an eighth grade education or less had fallen to eight percent, while those with four or more years of college had increased to 20 percent. During the same period, the percentage of Montanans with high school diplomas jumped from 48 percent to 81 percent.

Personal income figures can also be revealing because they are more inclusive than figures for mere wages, which can exclude significant incomes for some sectors of society. Personal income includes wages and salaries but also counts property income such as rent, interest, dividends along with transfer payments, such as retirement income and Medicare disbursements.

Averaging personal income by dividing the population and adjusting for inflation yields data showing average Montana personal income keeping up with inflation over time and actually increasing 0.2 percent more than inflation between 1993 and 1994.

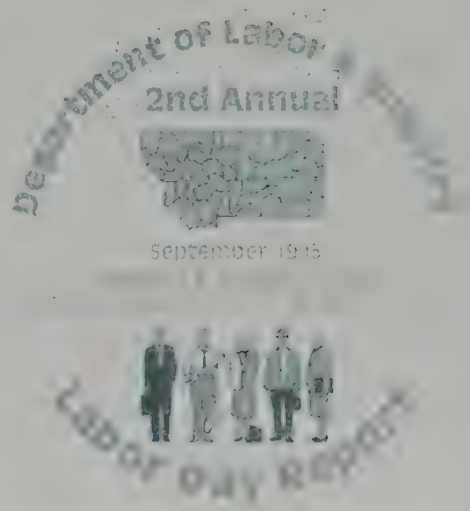
The occupations for working Montanans are also changing. Historically and currently, Montana has a larger concentration of agricultural occupations and food, cleaning and other service occupations than nationally, while the state has historically had a lower concentration of machine operators and other jobs associated with manufacturing. Within the overall service sector there are other revealing occupational changes as evidenced by the growth of medical professionals, engineers, lawyers and accountants, all higher wage jobs than the traditional core of service work.

The proportion of Montanans working in the service-producing industries (transportation, utilities, wholesale/retail trade, finance, insurance, real estate services, business, professional and other personal services) has also grown, reflecting the same national phenomenon, while the proportion of workers in physical goods-producing jobs (agriculture, mining, construction and manufacturing) has declined, also reflected nationally.

Part of this decline—such as fewer workers in agriculture—is attributable to the increased application of mechanization and technology. In 1940, agricultural employment in Montana consisted of about one-third of all employment. By 1960, this proportion had been cut in half to approximately 17 percent, and by 1994, it was down to seven percent. Clearly, within the employment sector agriculture's role had diminished while its production reached record levels.

The unemployment rate, historically, has reflected the ups and downs of both the nation's and Montana's economy. For six years, starting in 1985 and running through 1991, Montana's unemployment rate exceeded the average national rate. Since 1991, however, Montana's rate of unemployment has been below the nation's, having declined to 5.1 percent for 1994.

In fact, according to a nationwide economic report card by the Corporation for Enterprise Development, Montana's 1994 economy, which saw one to two new private sector jobs created every hour, placed it among the nation's top five states in terms of economic development, business vitality and development capacity. In the past year, 53 out of 56 counties, spread all across the state experienced growth in employment.



Profile
of the
Montana Worker

Who We Are . . .

Profile of a Montana Worker

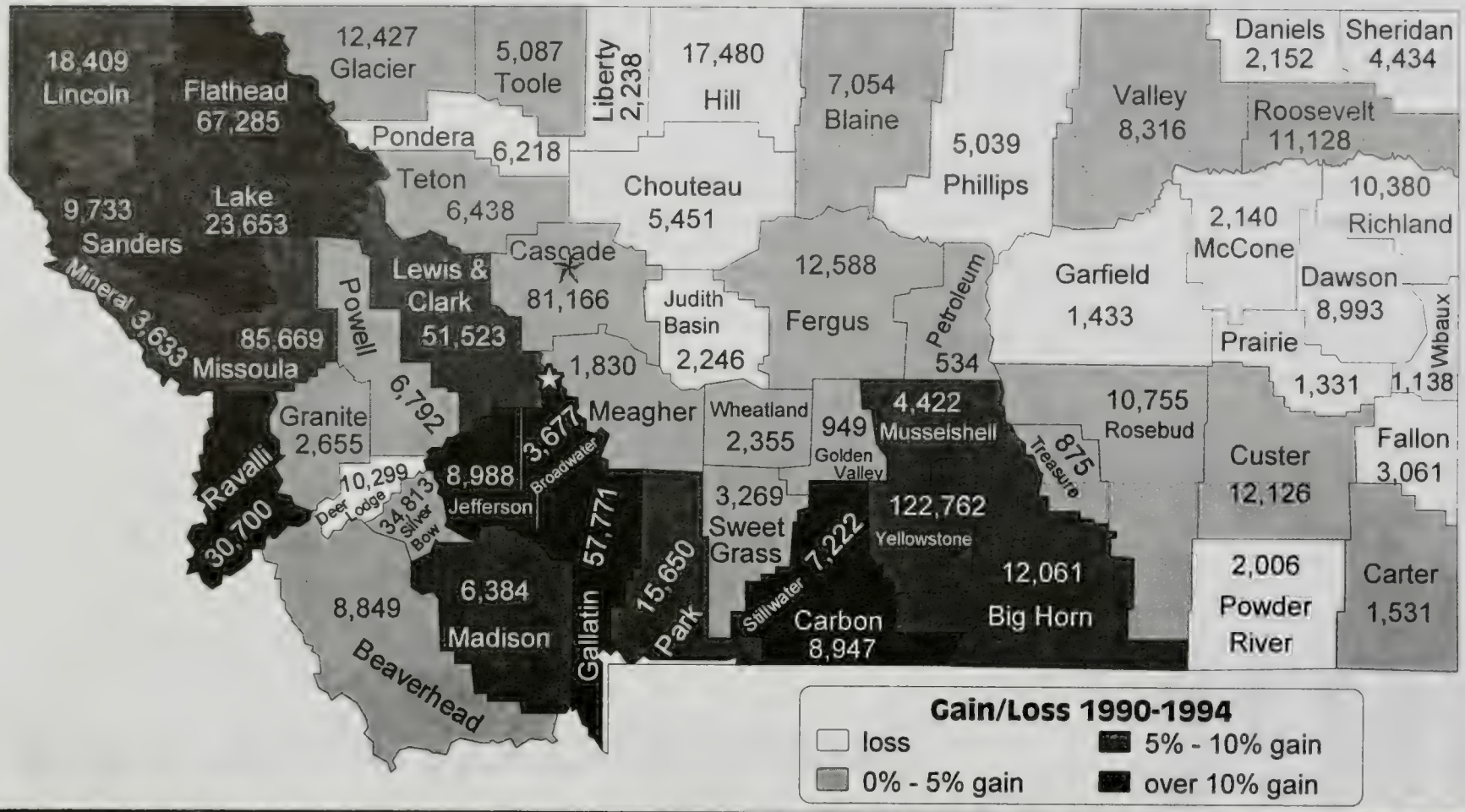
The average Montana worker . . .

- is 35-44 years old
- has a high school diploma or equivalent and may have post-high school education or training
- is a full-time employee of a private-for-profit company
- works in the services or trade sector
- is employed in a service [for example: food servers, janitors, food preparers, nursing aides, housekeeping cleaners, bartenders, police, firefighters] or administrative support [for example: clerks, secretaries, bookkeepers, clerical supervisors, computer operators] occupation
- earns $20,222 per year [$9.72 per hour]
- is married with a working spouse and one child residing at home
- lives within 15 minutes of the workplace and does not carpool or take public transportation

Data from 1990 Census, 1994 CPS, LAUS, OES, ES-202 & CES series and US Dept of Commerce, BEA
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Population Estimates

1994

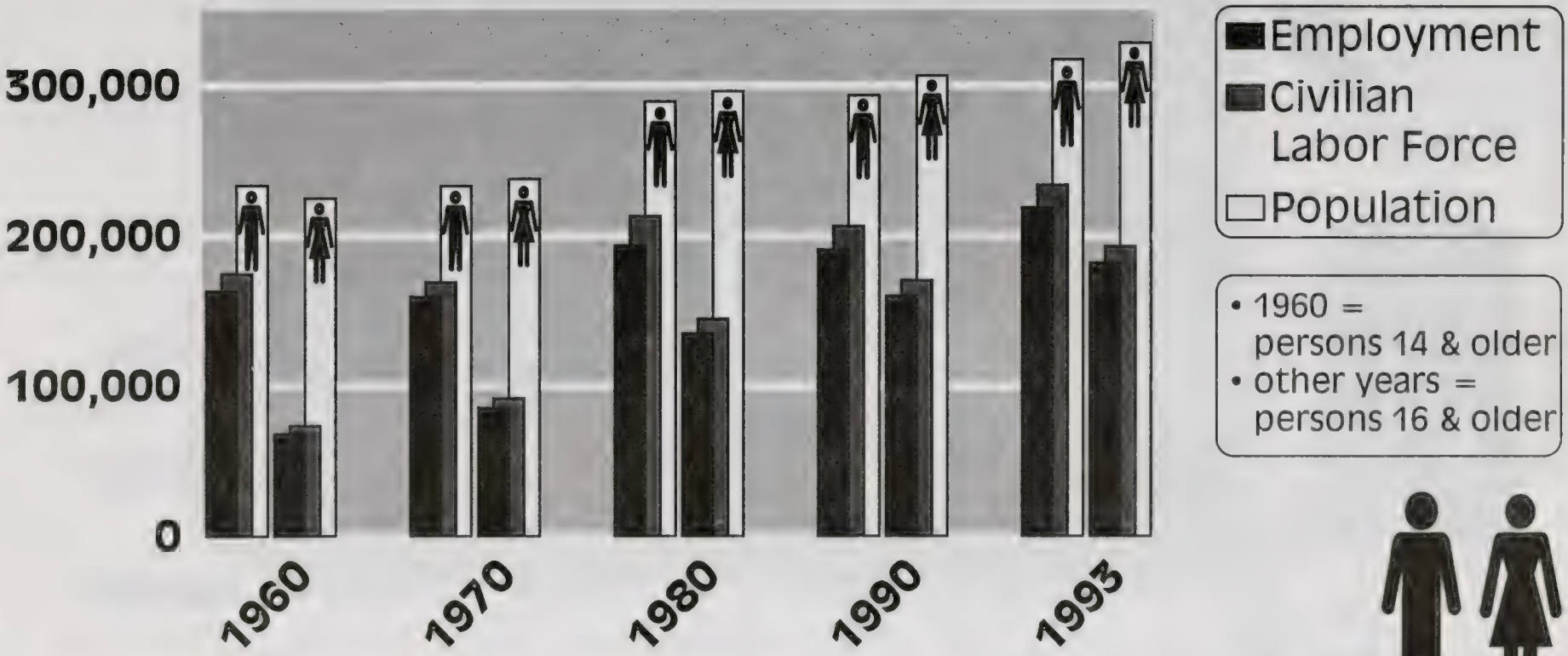


State Population: 856,047 **1990 - 1994 Change: + 7.1%**

Geographic Center of Population
★ 1970 ☆ 1990

Data from US Bureau of the Census and Bureau of Business & Economic Research, U of M
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

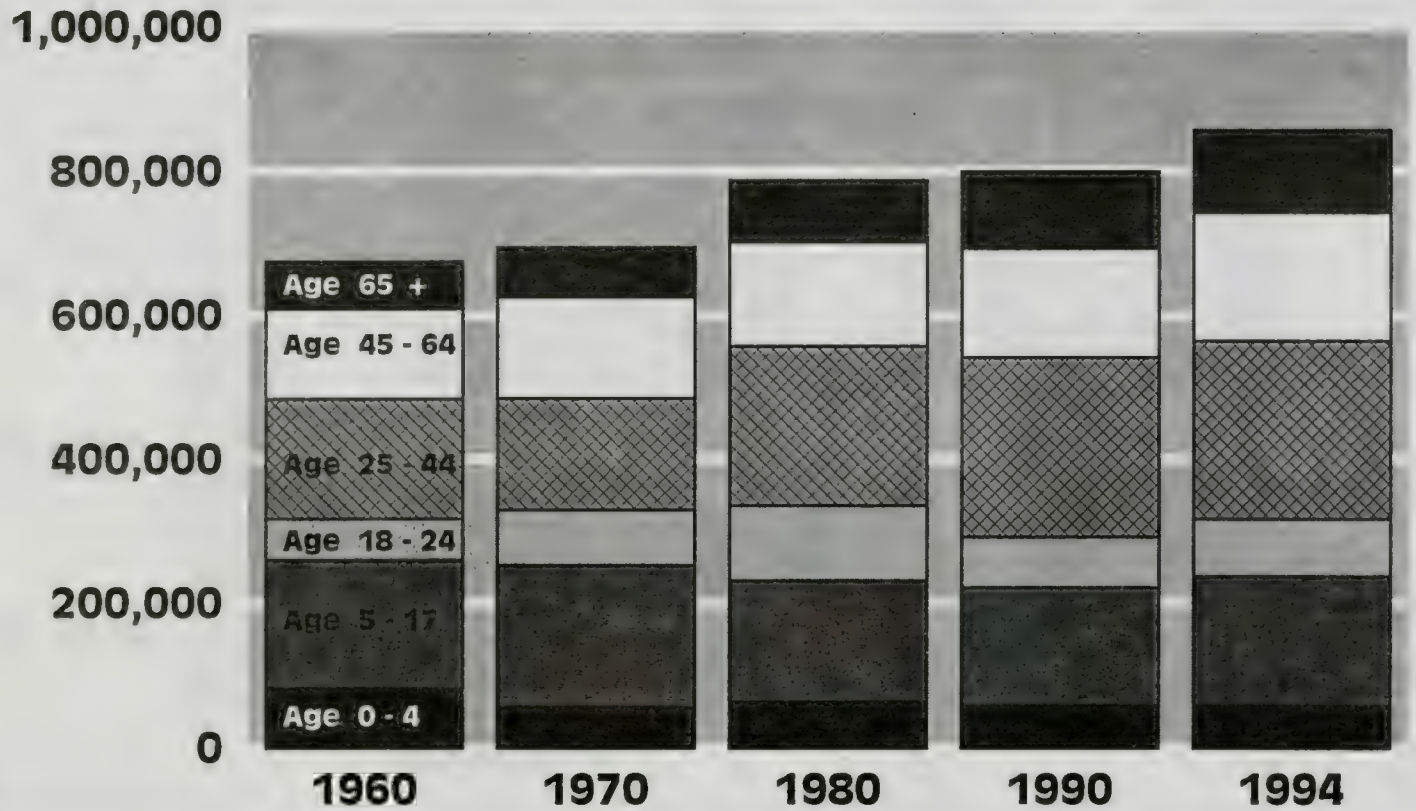
Montana Men and Women
in the Labor Force



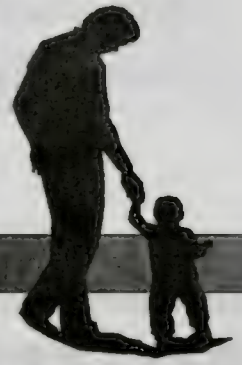
In 1960 women comprised 29.6% of the civilian labor force; by 1994 they comprised 45.2%.

Data from 1960, 1970, 1980 & 1990 Census and 1994 CPS
Compiled by Montana Dept of Labor, Research & Analysis Bureau

Age Distribution of the Population
Montana

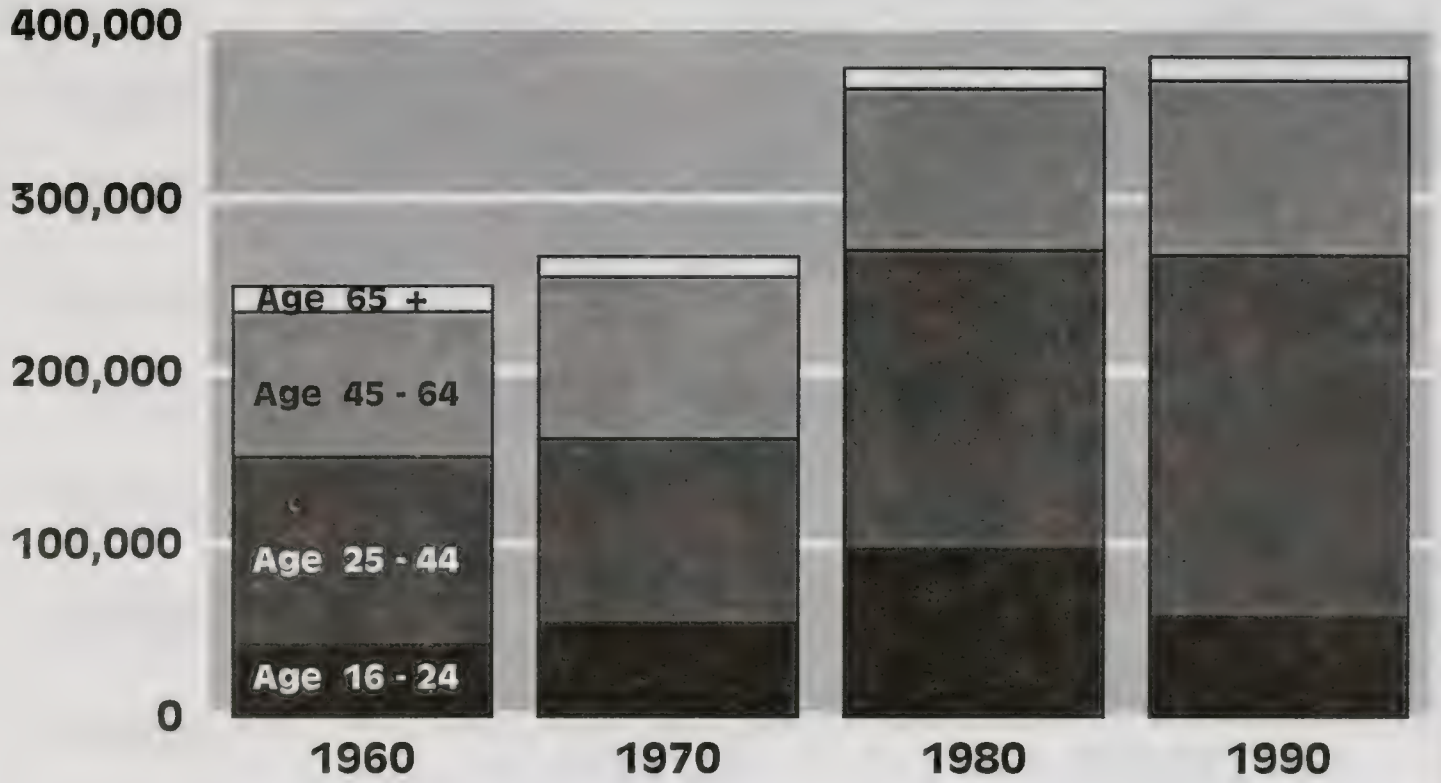


Median Ages	
1960:	27.6
1970:	27.1
1980:	29.0
1990:	33.8
1994:	35.4



Data from US Dept of Commerce, Bureau of the Census
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Age Distribution of the Labor Force
Montana



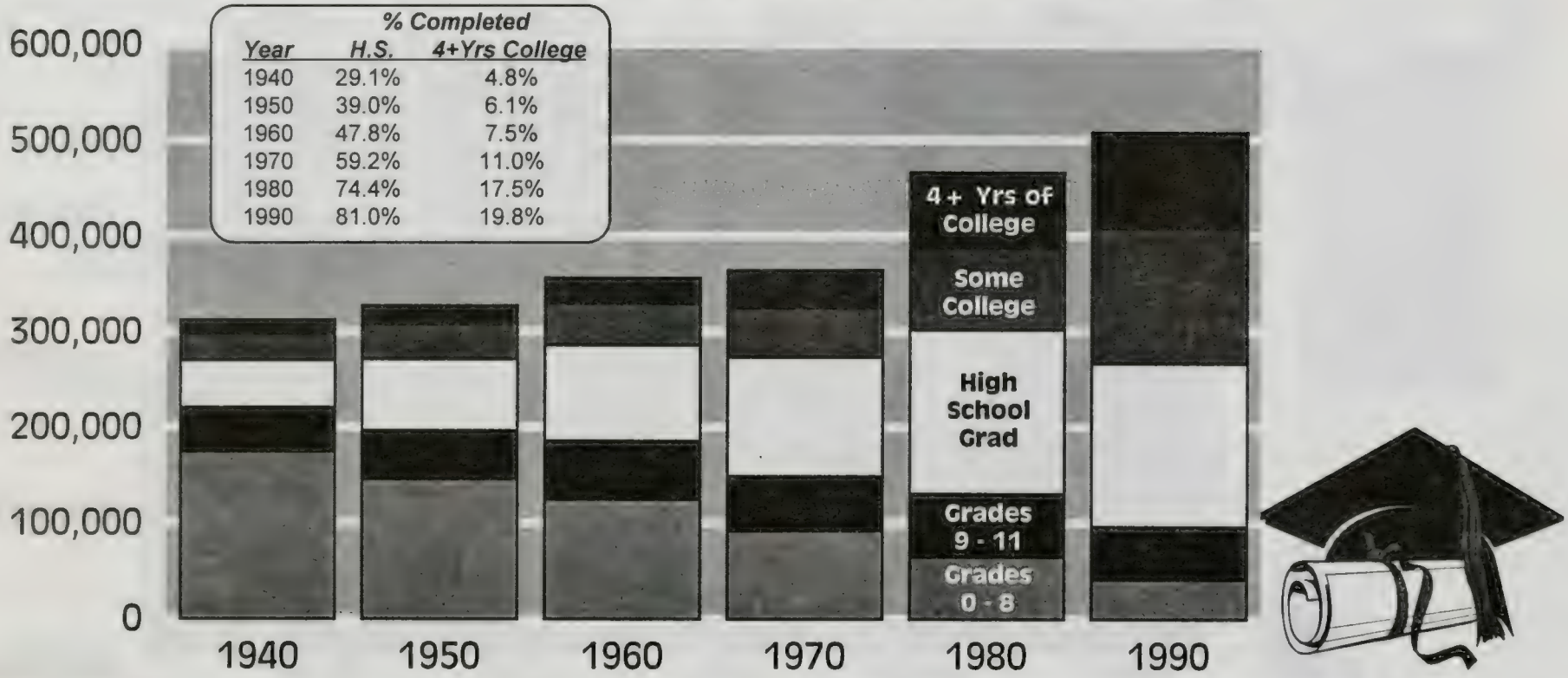
The "baby boomer" population bulge is moving closer to retirement age.

Data from 1960, 1970, 1980, & 1990 Census
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

YEARS OF SCHOOL COMPLETED

Montanans 25 and Older

1940, 1950, 1960, 1970, 1980, 1990



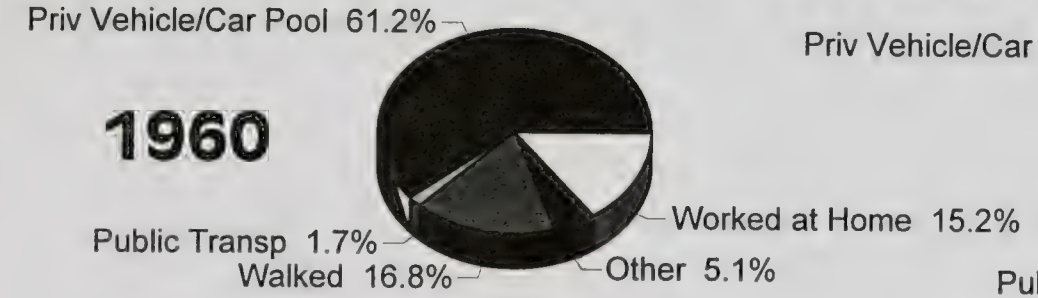
Year	% Completed H.S.	% Completed 4+Yrs College
1940	29.1%	4.8%
1950	39.0%	6.1%
1960	47.8%	7.5%
1970	59.2%	11.0%
1980	74.4%	17.5%
1990	81.0%	19.8%

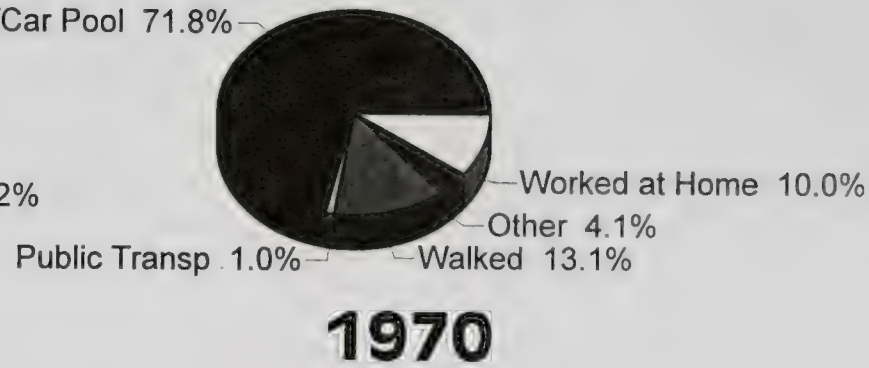
The educational attainment level of Montanans is rising.

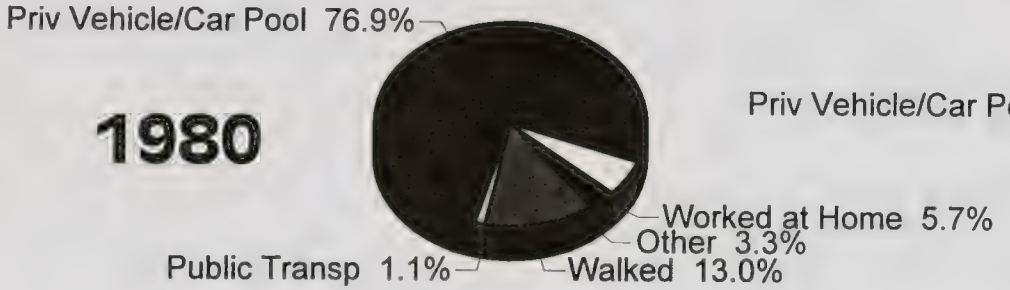
Data from 1960, 1970, 1980, & 1990 Census
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

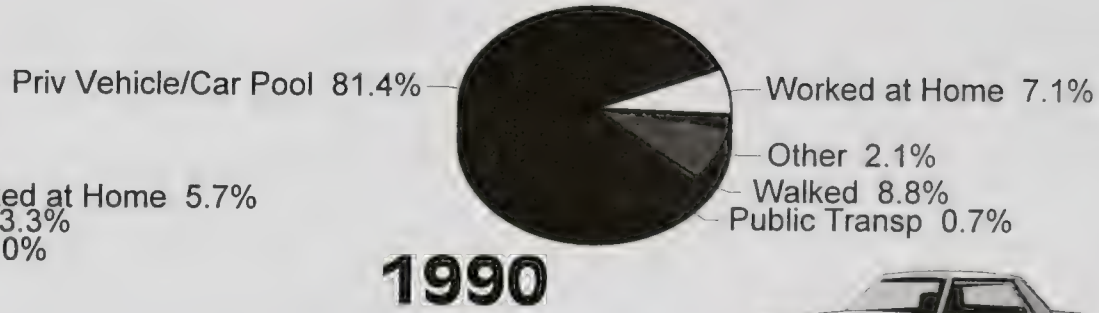
Transportation to Work

Montana









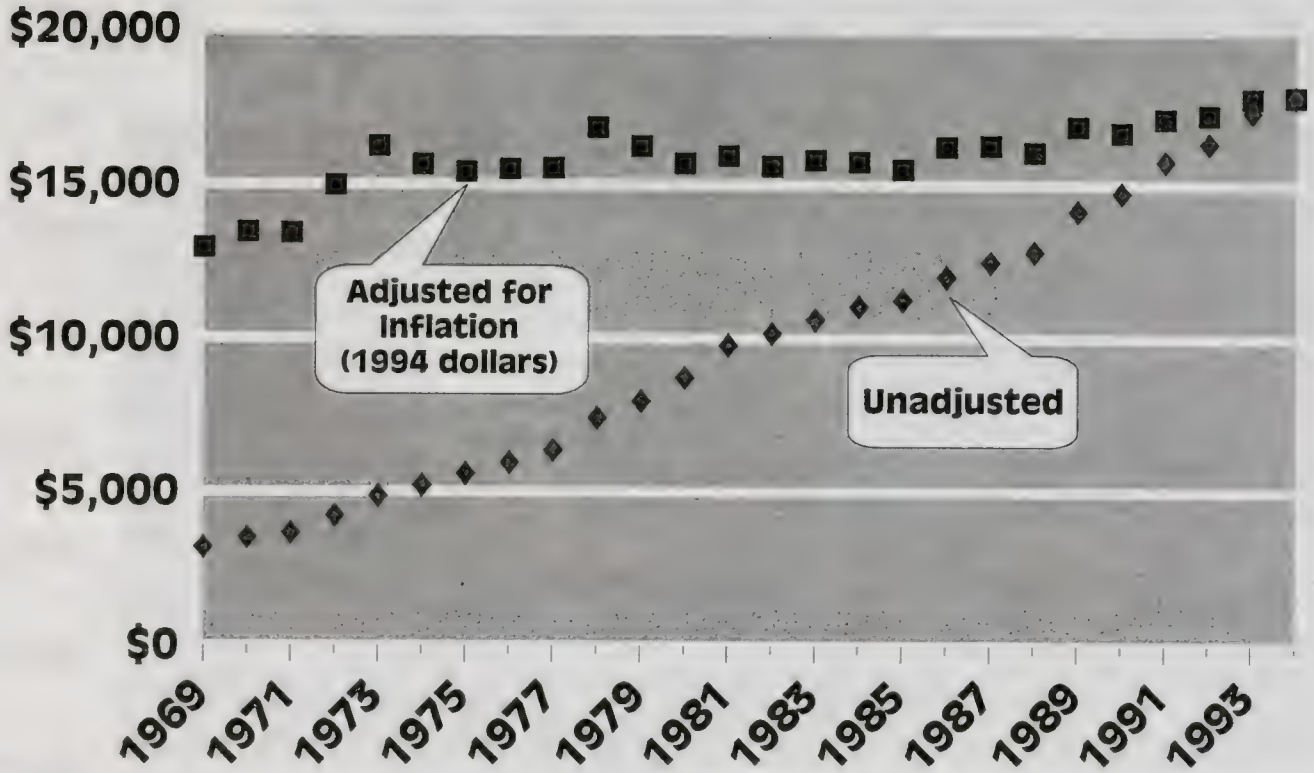
The percentage of Montanans walking to work is decreasing.

Data from 1960, 1970, 1980 & 1990 Census
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Profile
of the
Montana Worker

What We Earn . . .

Per Capita Personal Income
Montana 1969 - 1994



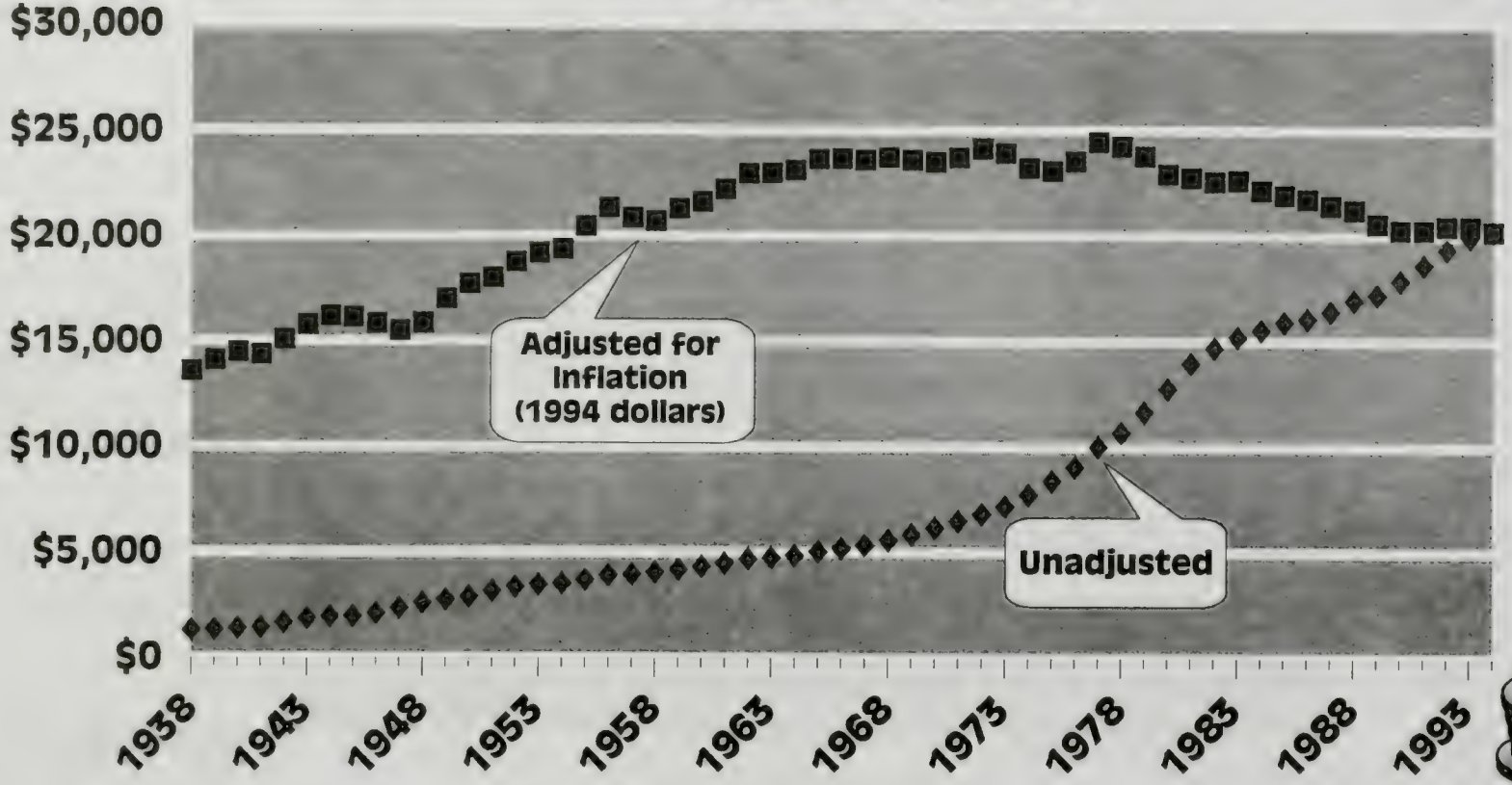
All income on a per capita basis is staying ahead of inflation.

Data from US Dept of Commerce, Bureau of Economic Analysis
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Average Annual Wage Per Job

Montana Covered Employment*

1938 - 1994



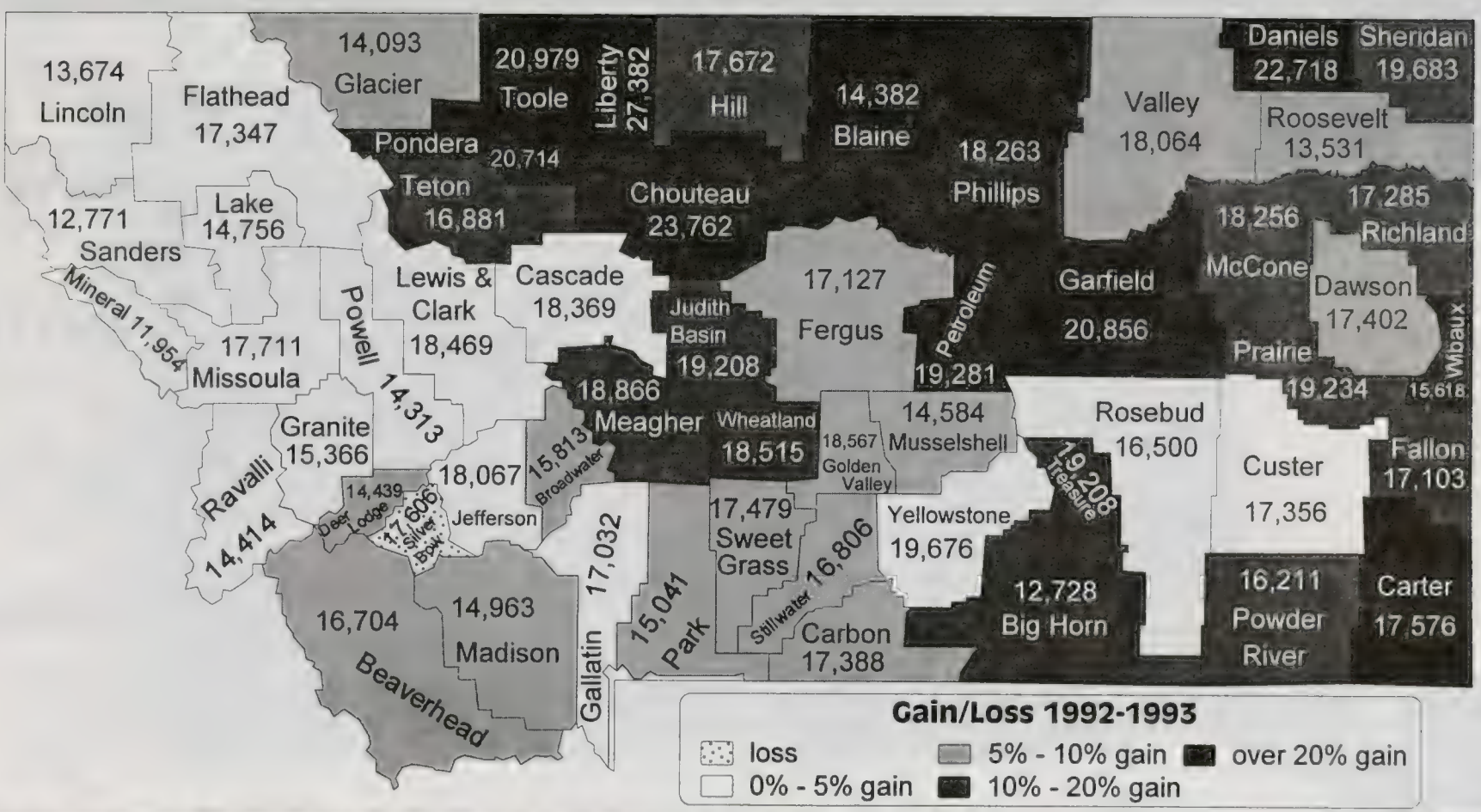
Since 1977 salaries have not been keeping up with inflation.

*Covered employment includes Government, but excludes Railroads, self-employed and most Ag employment.

Data from ES-202 (covered employment*) series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Per Capita Personal Income

1993



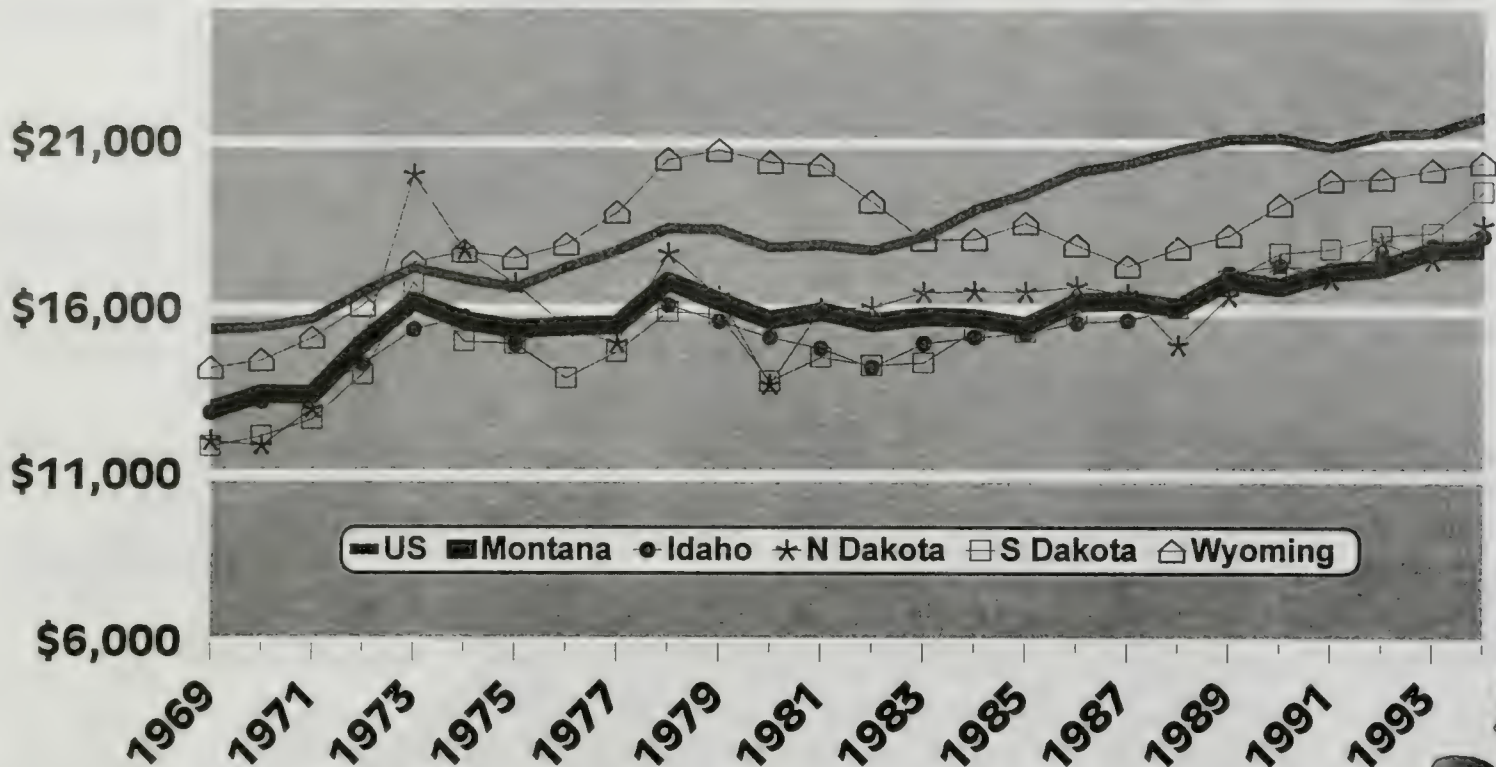
State Per Capita Income: $17,376 -- an increase of 6.2% over 1992

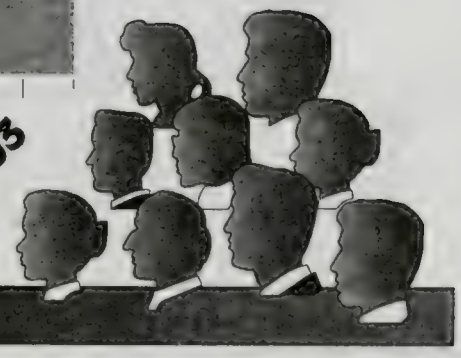
- Highest: Liberty $27,382
- Lowest: Mineral $11,954
- Closest to State Average: Custer $17,356

Data from US Dept of Commerce, Bureau of Economic Analysis
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Per Capita Personal Income

1969-1994 Adjusted for Inflation (1994 dollars)

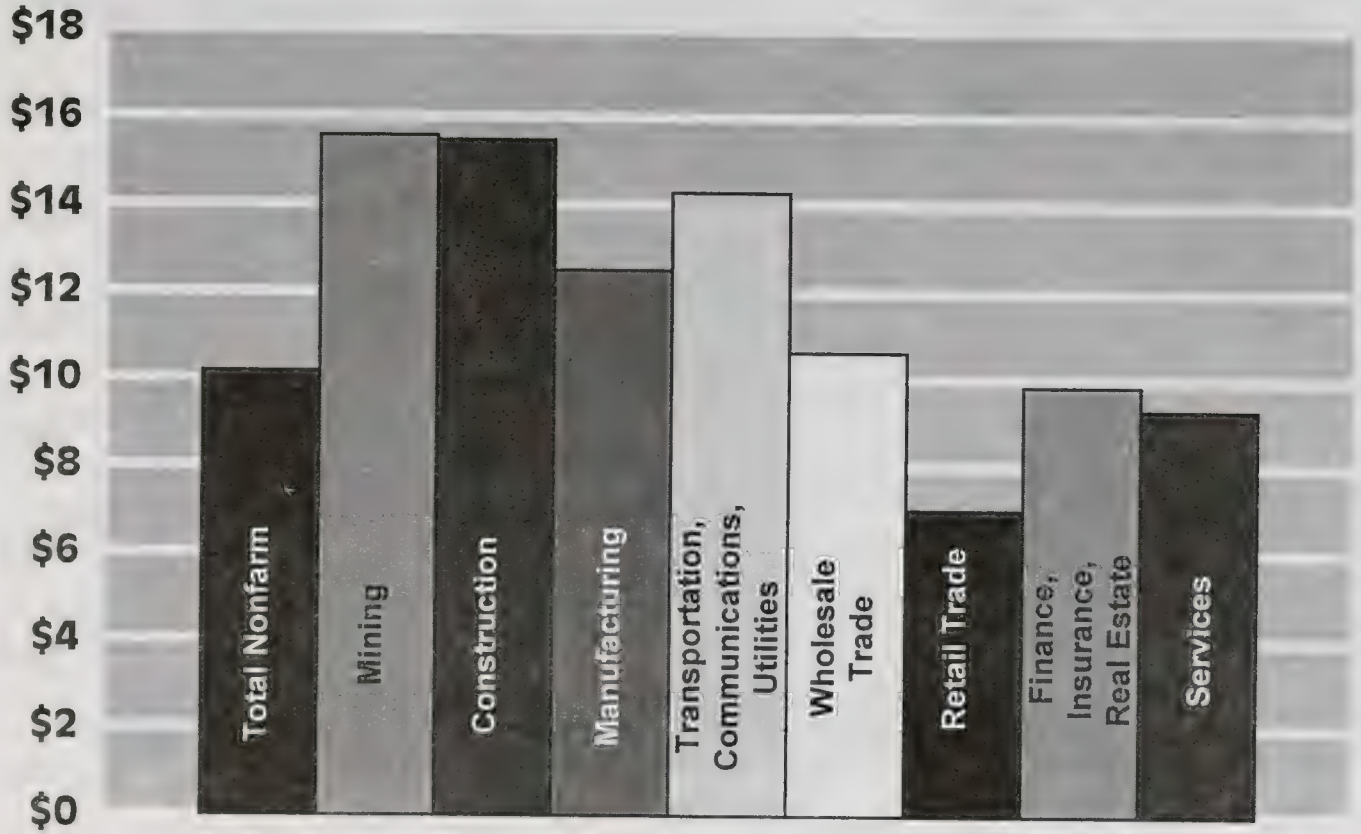




Montana ranks 41st in the nation.

Data from US Dept of Commerce, Bureau of Economic Analysis
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

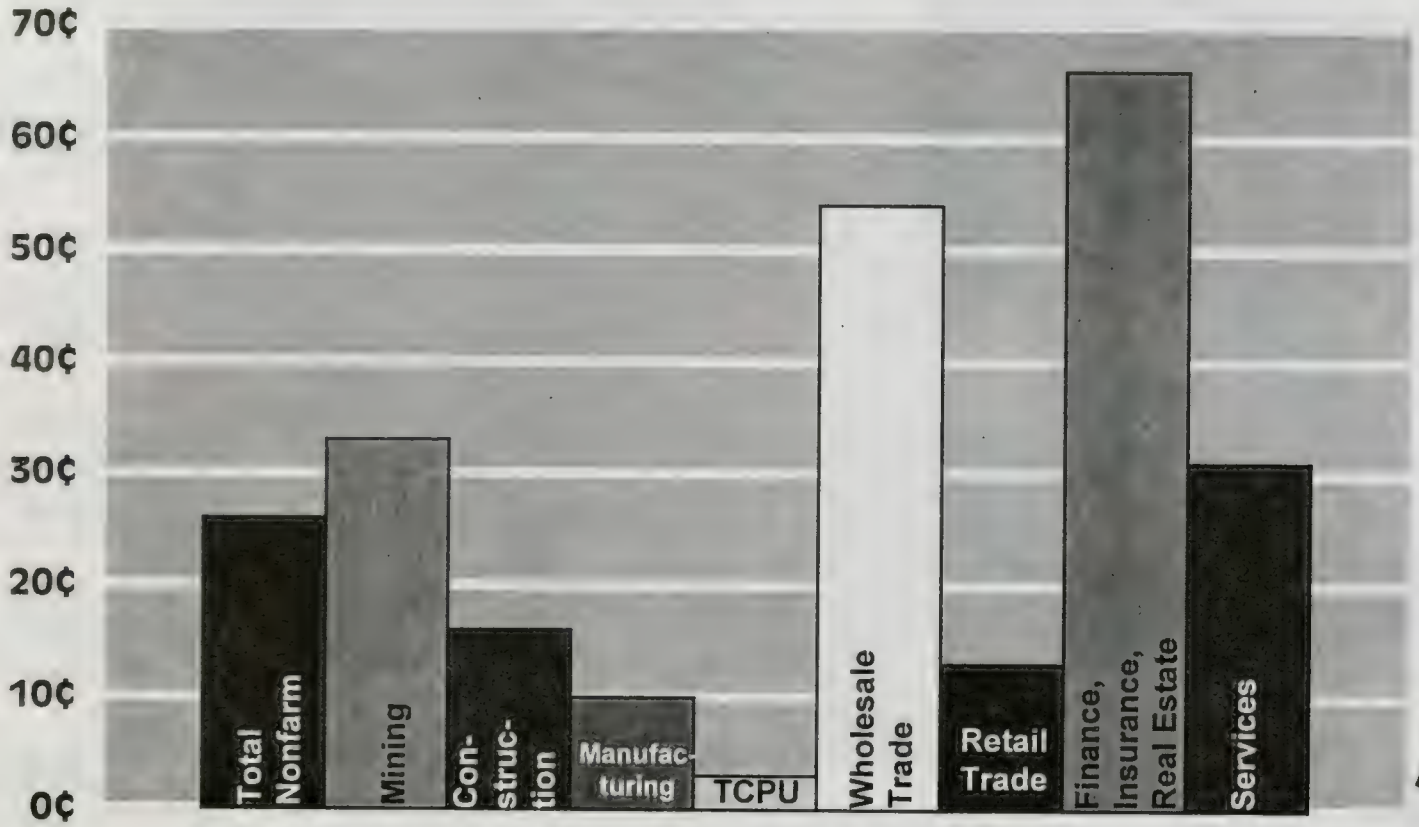
1994 Annual Average Hourly Earnings
Montana Nonfarm Nonsupervisory Jobs



Hourly pay in Mining ($15.58) is more than twice that in Retail Trade ($7.01).

Data from CES Series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

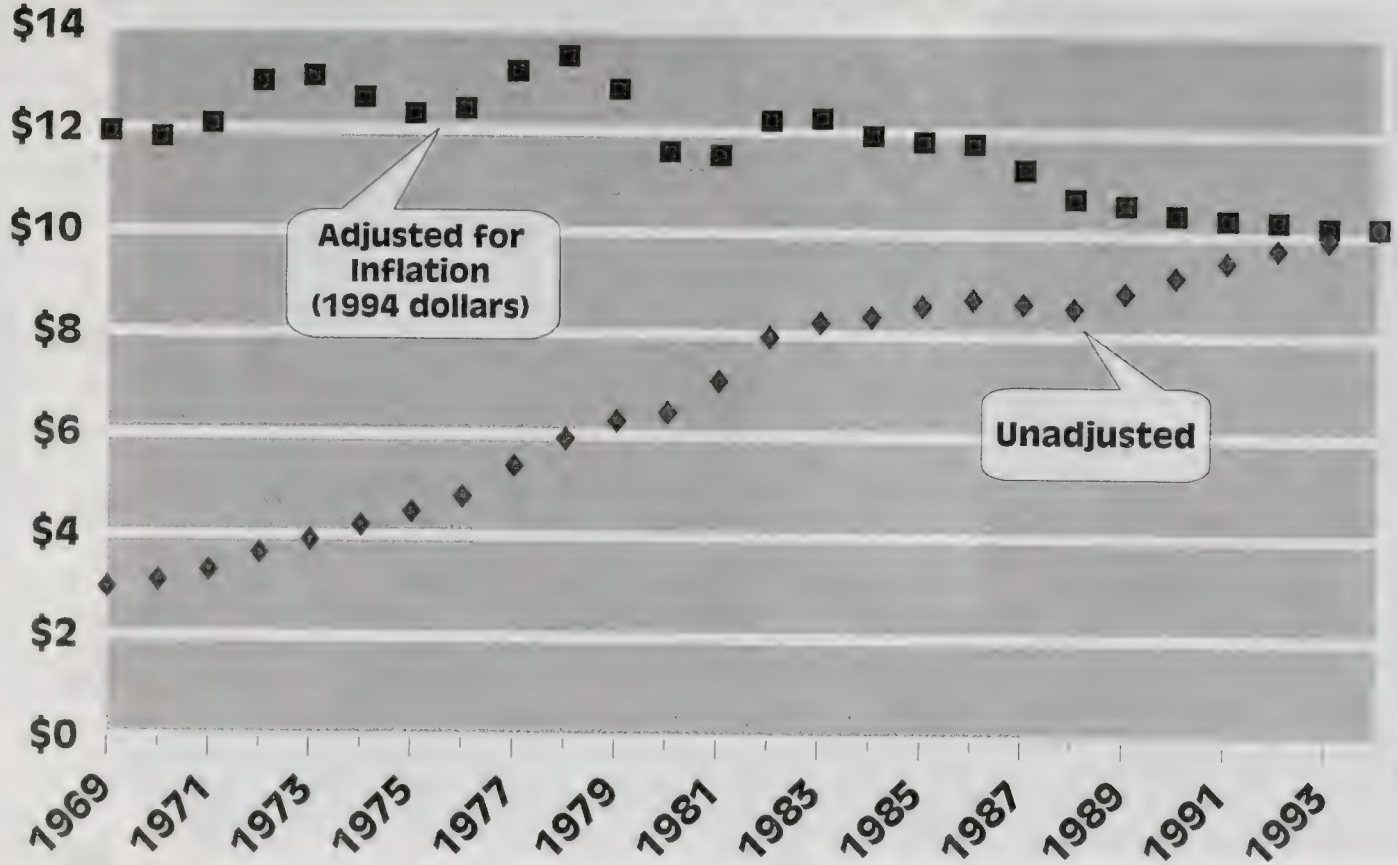
Change in Annual Average Hourly Earnings
1993 - 1994
Montana Nonfarm Nonsupervisory Jobs



All industries showed increases; the largest was Finance, Insurance, Real Estate (+66¢).

Data from CES Series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

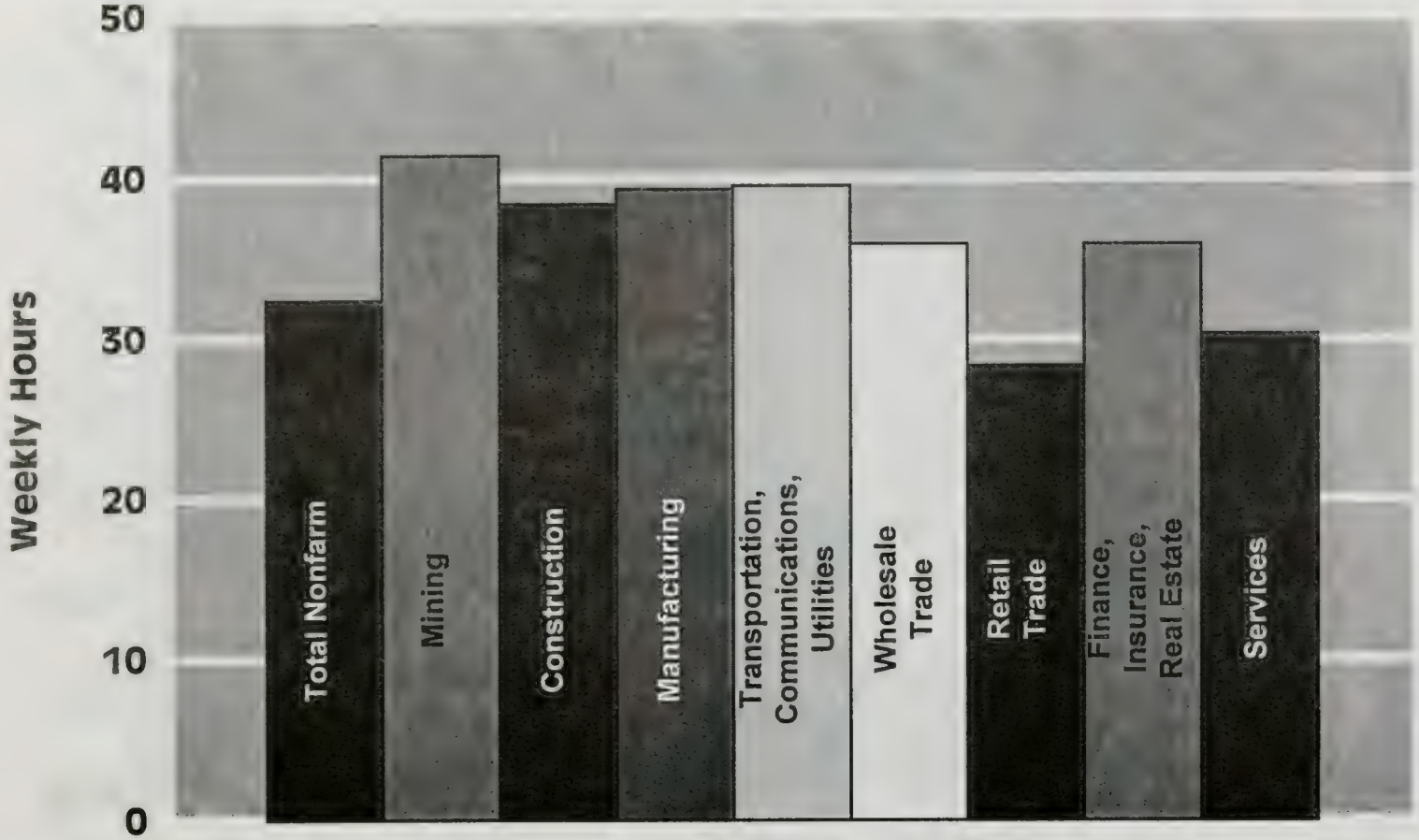
Annual Average Hourly Earnings
Montana Nonfarm Nonsupervisory Jobs
1969-1994

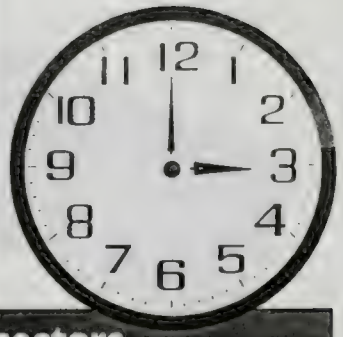


When adjusted for inflation, nonsuperviosry workers' wages showed no change between 1993 and 1994.

Data from CES Series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

1994 Annual Average Weekly Hours
Montana Nonfarm Nonsupervisory Jobs

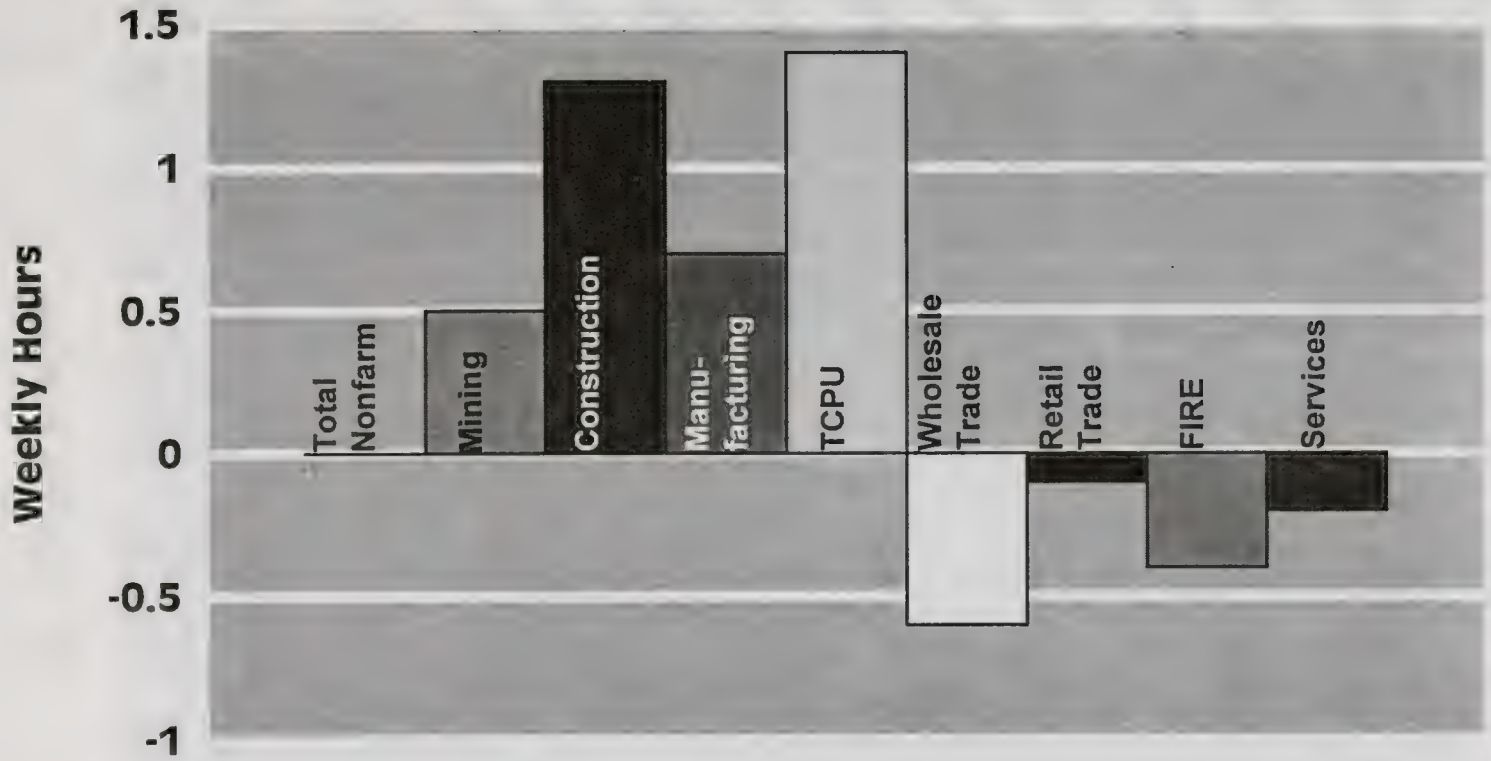


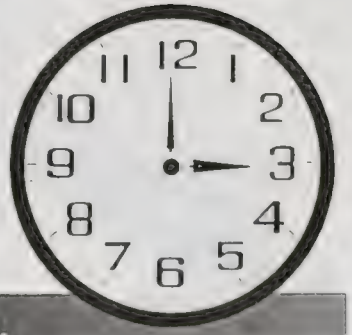


Retail Trade and Services have a greater percentage of part-time workers than other sectors.

Data from CES Series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Change in Annual Average Weekly Hours
1993 - 1994
Montana Nonfarm Nonsupervisory Jobs



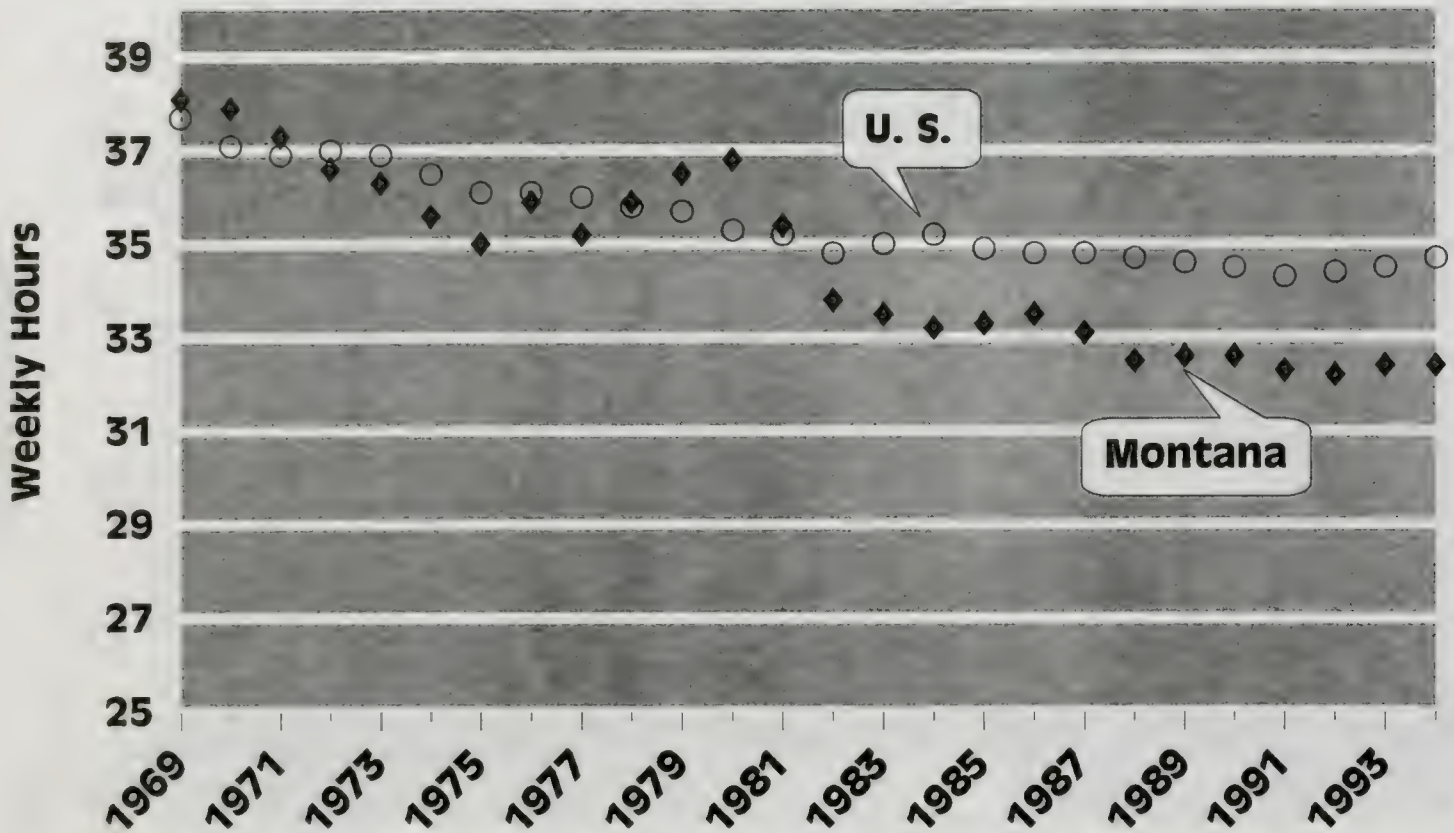


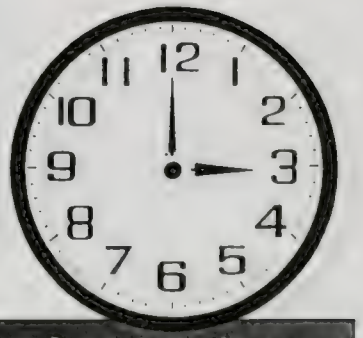
There was no change in average weekly hours for total nonfarm nonsuperviosry jobs.

TCPU = Transportation, Communications, Utilities
FIRE = Finance, Insurance, Real Estate

Data from CES Series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Annual Average Weekly Hours
Nonfarm Nonsupervisory Jobs
1969-1994





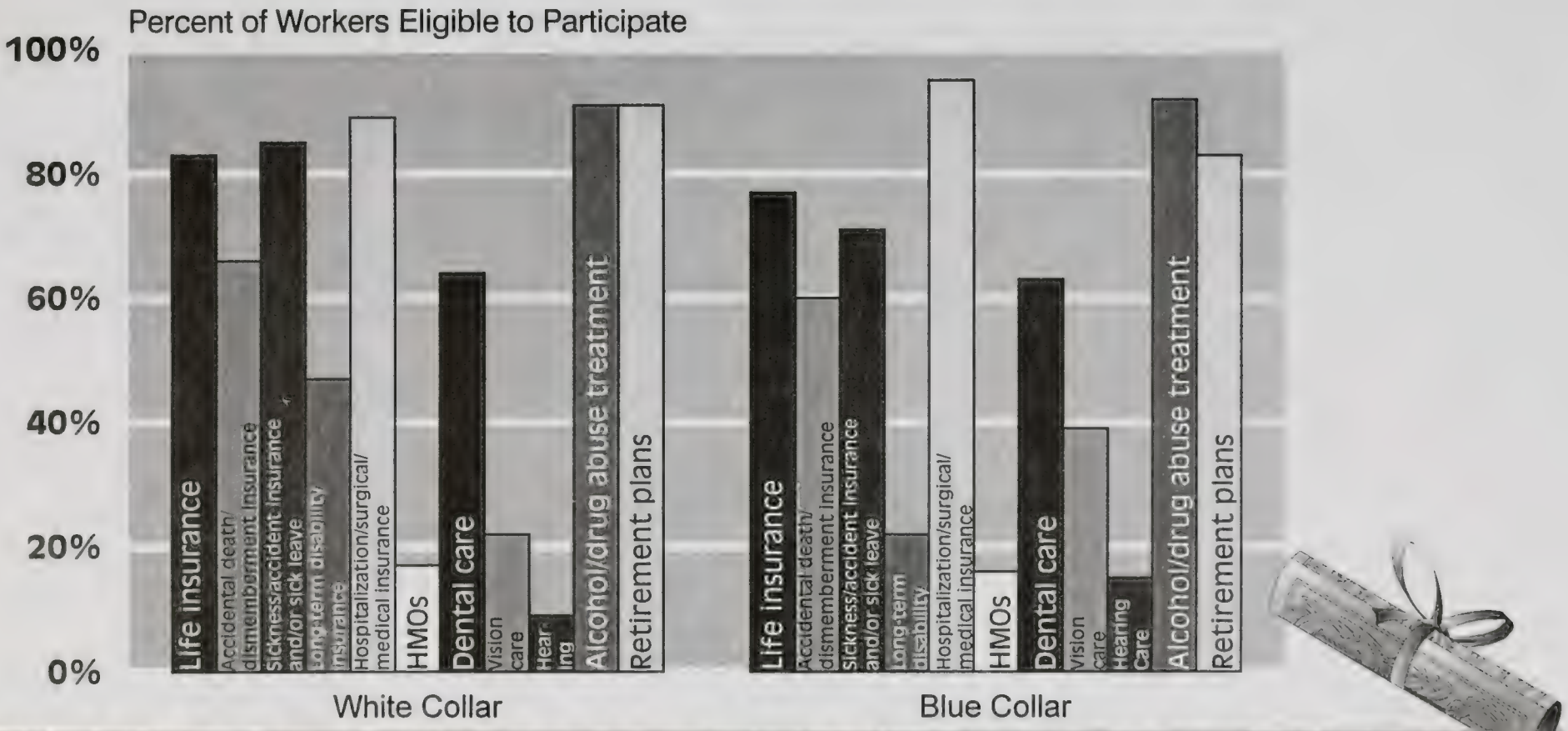
Both Montana & the U.S. are moving toward more part-time employment for nonsupervisory workers.

Data from CES Series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Insurance, Health & Retirement Plans*

Offered to Full-Time Workers in Businesses with More than 50 Employees

Montana - September 1993



99% of white-collar and 96% of blue-collar workers are offered at least one type of benefits.

*Benefit plans may be partially or totally paid by the employer.

Data from Bureau of Labor Statistics Occupational Compensation Survey
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

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Profile
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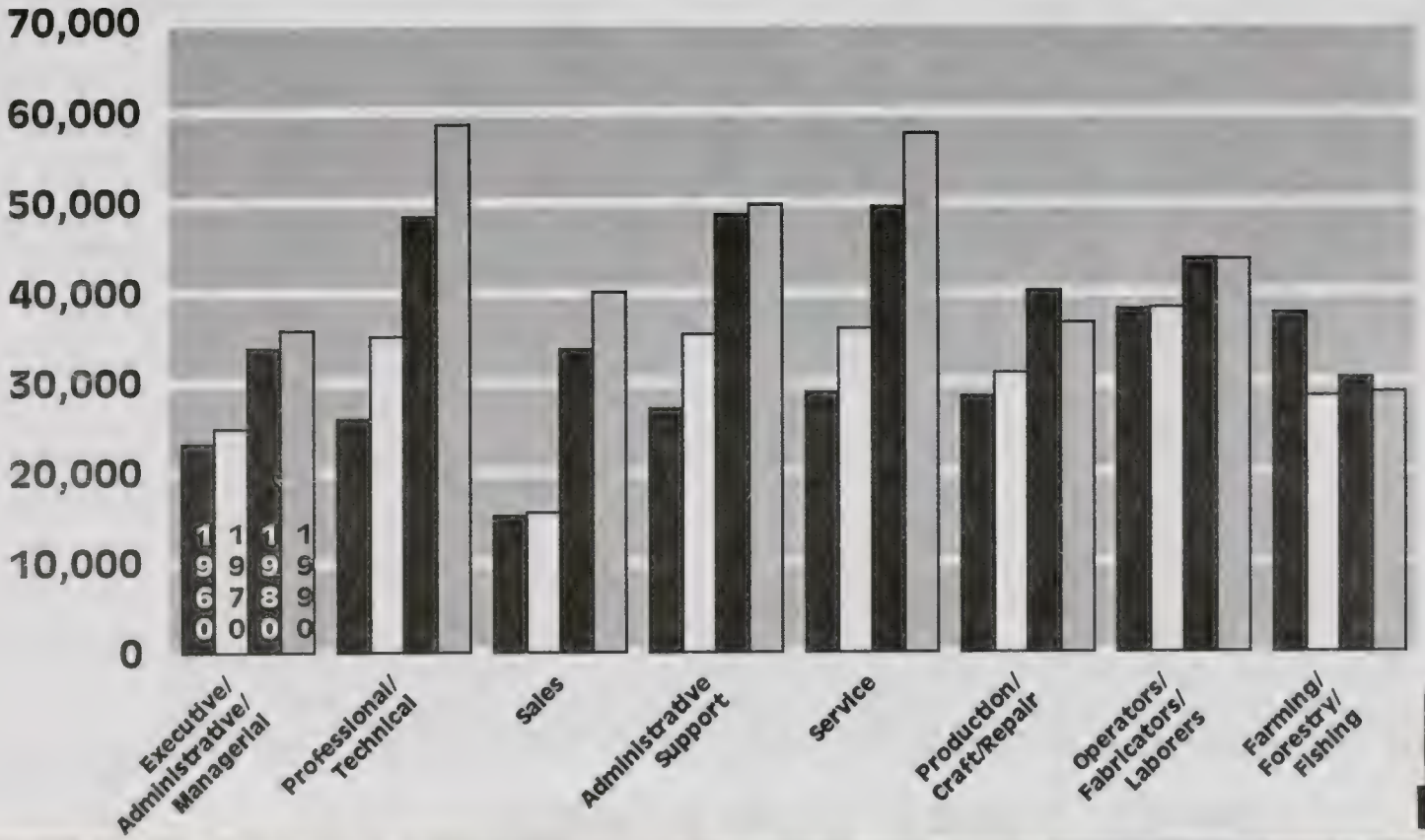
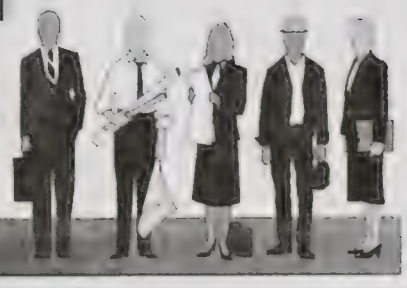
Montana Worker

What We Do . . .

Occupations of Montana Workers
1960, 1970, 1980, 1990



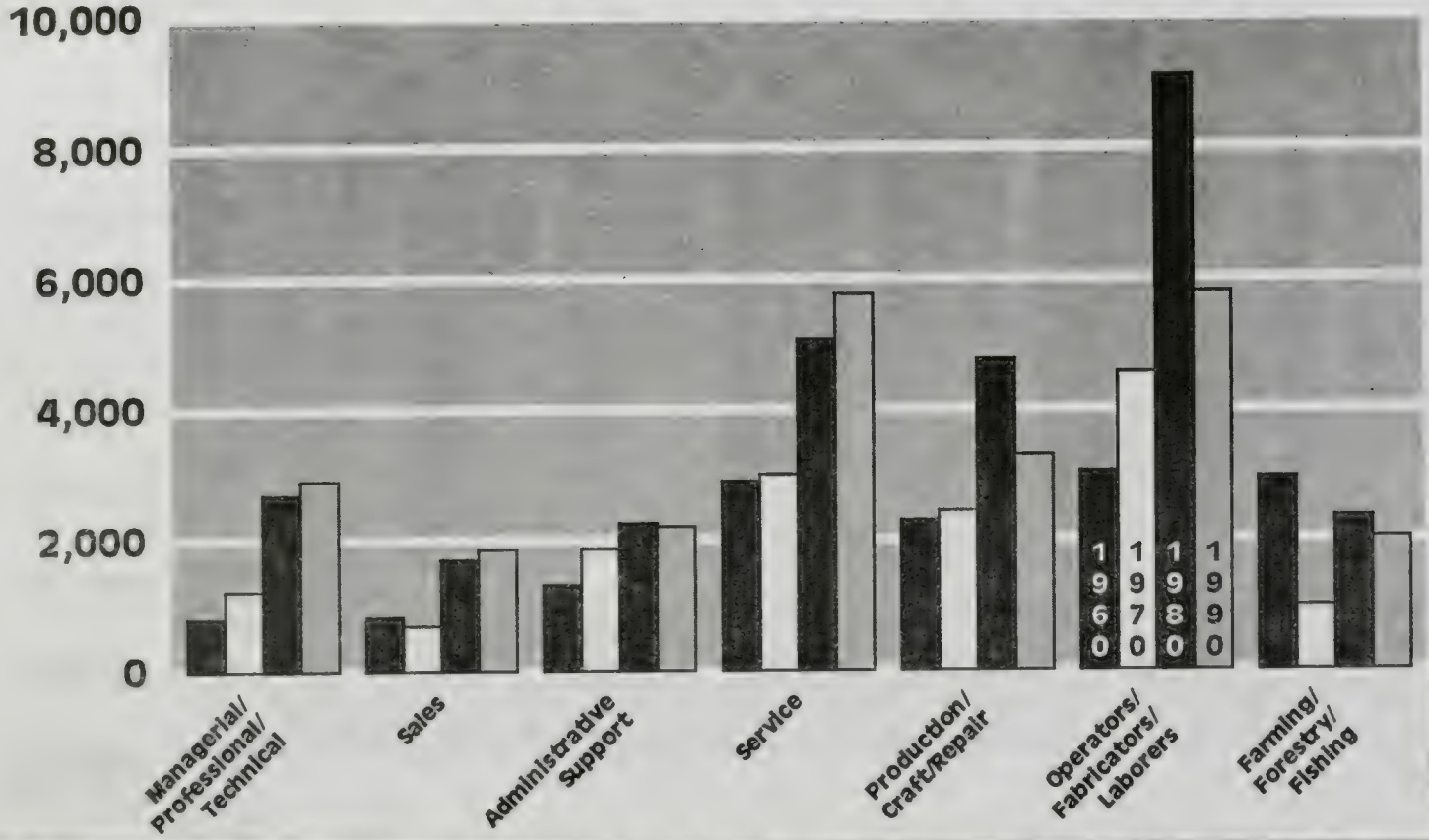


Strongest growth is in Professional/Technical, Sales and Service occupations.

Data from 1960, 1970, 1980, 1990 Census
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

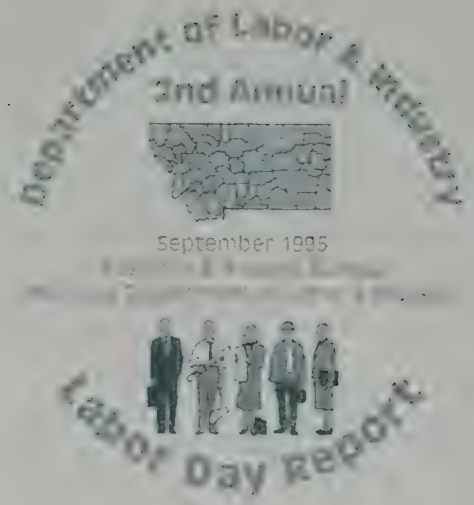
Occupations of Unemployed Montanans with Previous Work Experience

1960, 1970, 1980, 1990



Most unemployed Montanans are from Service and Operators/Fabricators/Laborers occupations.

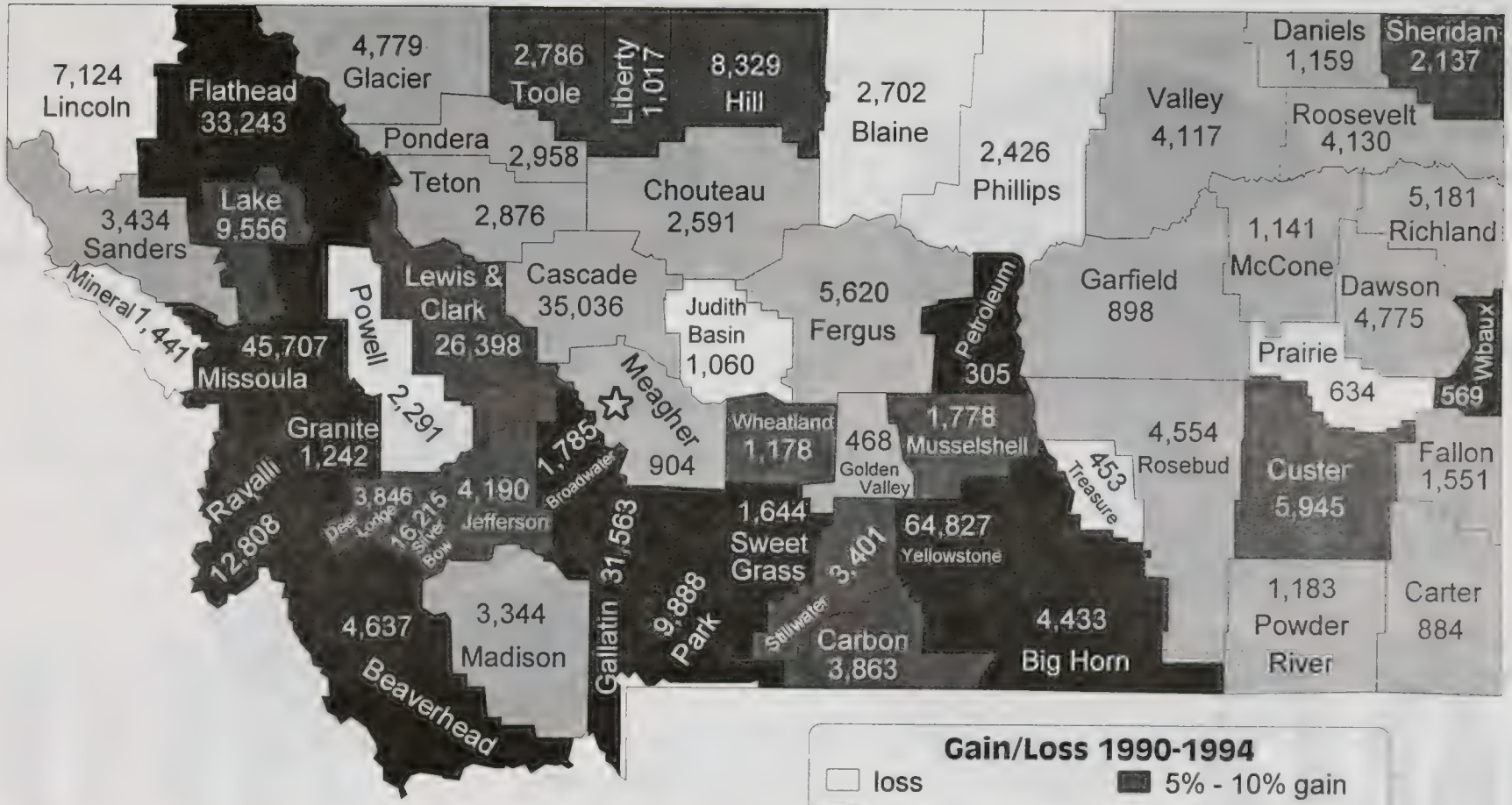
Data from 1960, 1970, 1980, 1990 Census
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau



Profile
of the
Montana Worker

Where We Work . . .

Annual Average Employment
1994

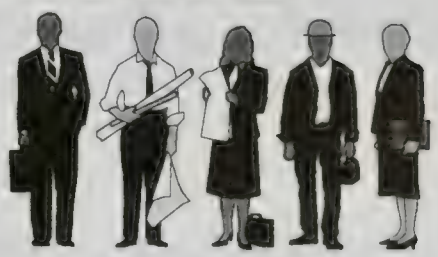


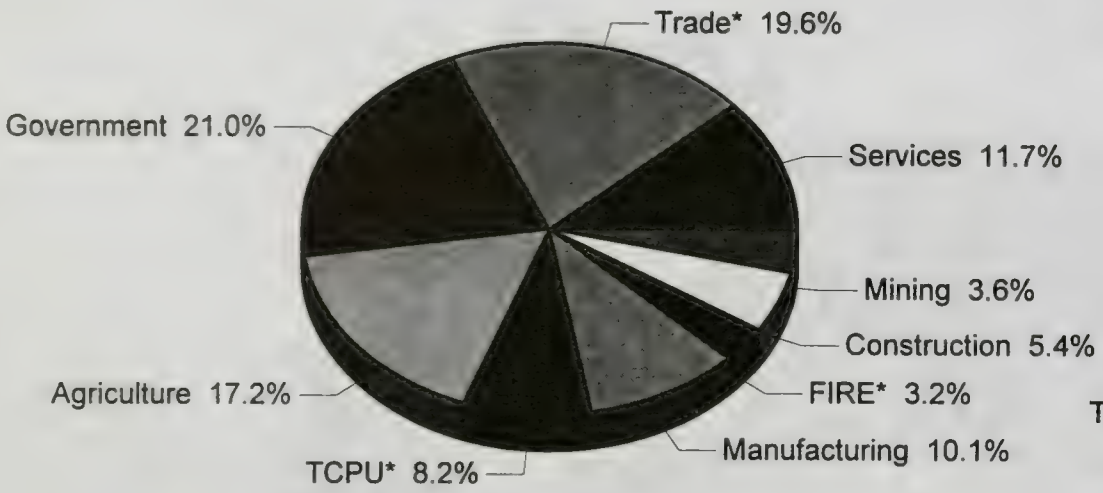
48 of 56 counties showed growth **State Employment Total: 415,000** **Gain 1990 - 1994: + 10.1%**

☆ **Geographic Center of Employment 1994**

Data from LAUS series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

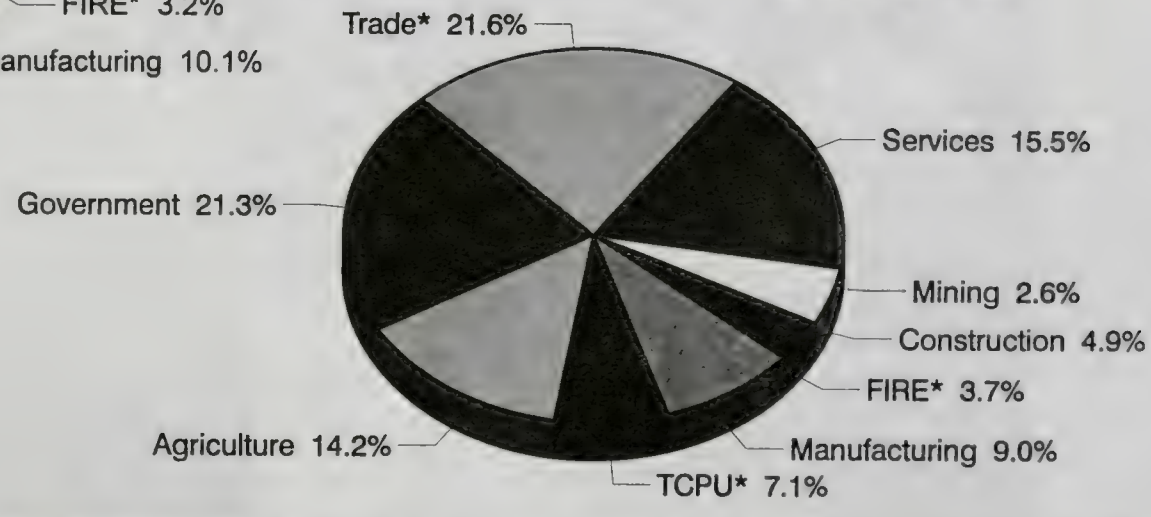
Montana Employment





1964

1974

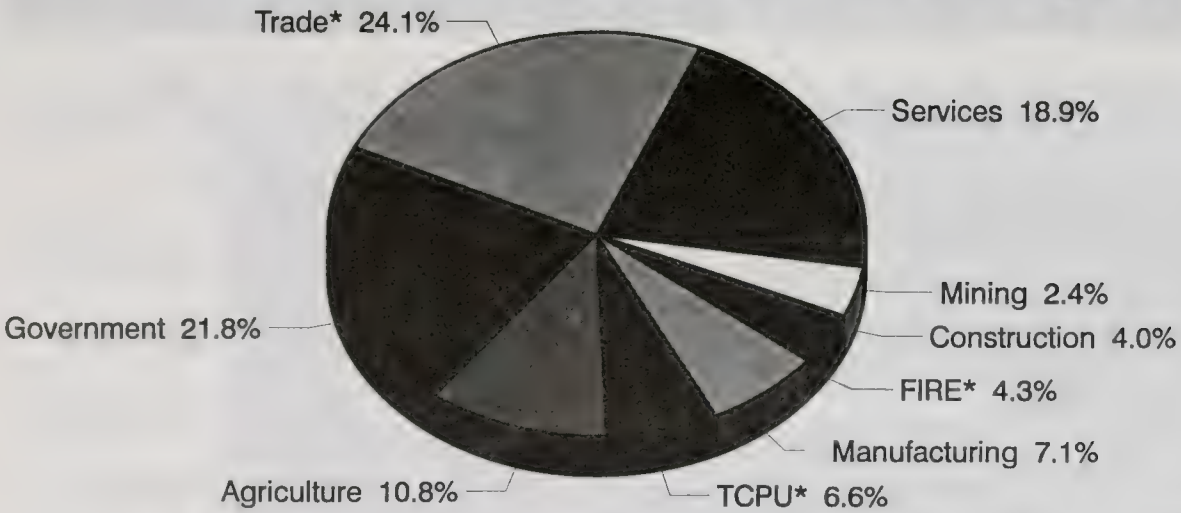


Agriculture employment dropped from third to fourth highest between 1964 and 1974.

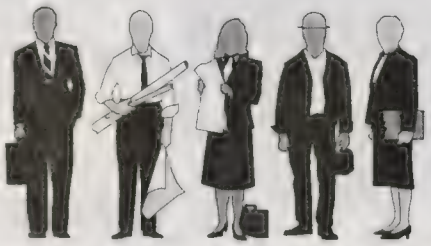
*FIRE = Finance, Insurance & Real Estate
*Trade = Wholesale/Retail Trade
*TCPU = Transportation, Communications & Public Utilities

Data from CES and LAUS series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

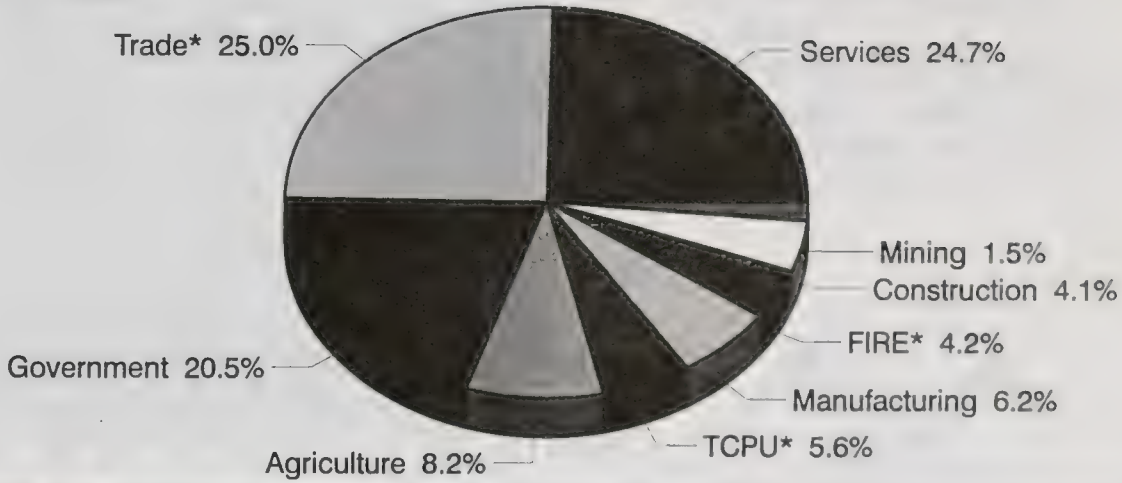
Montana Employment



1984



1994

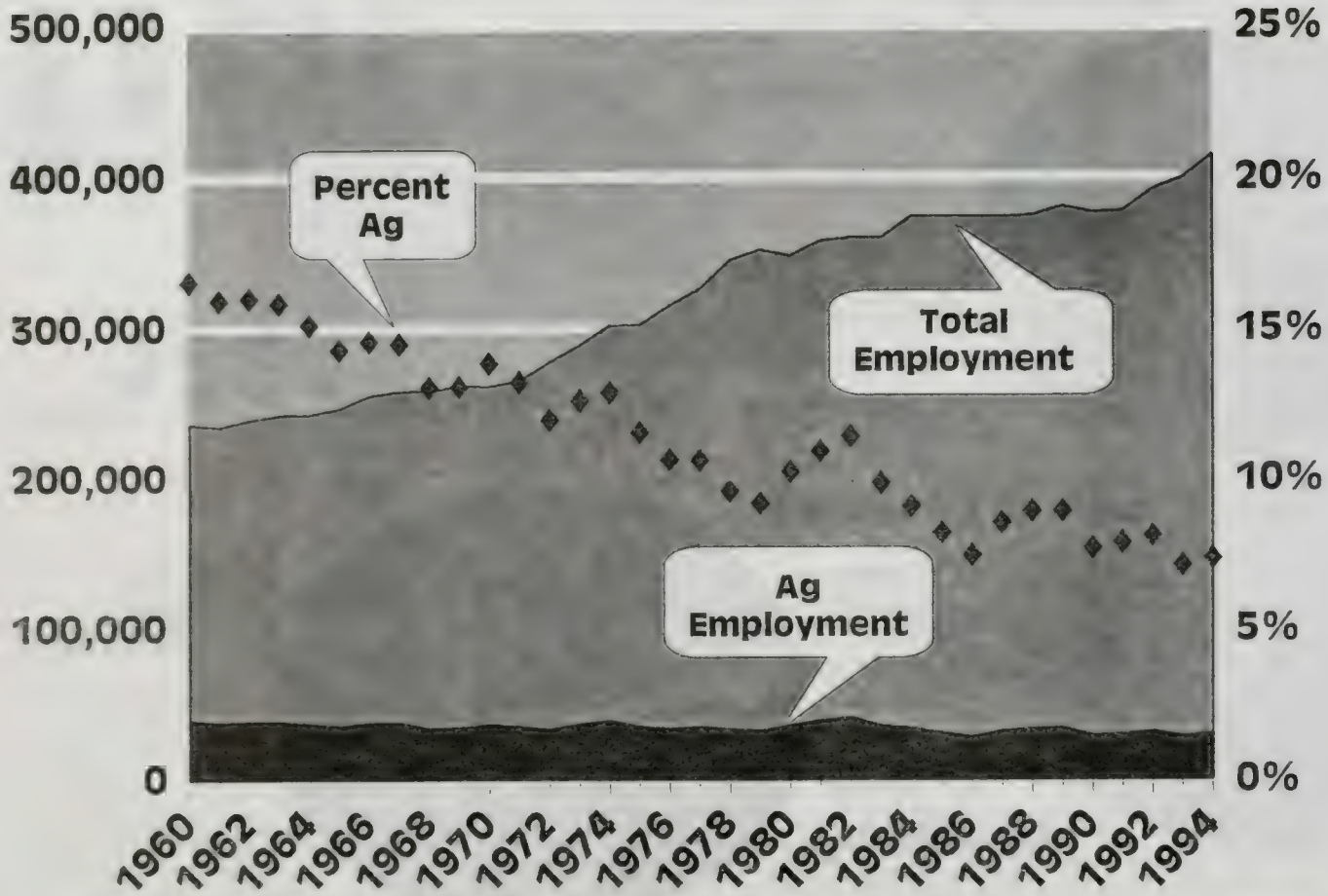


Agriculture employment continues to drop as a percent of total employment.

*FIRE = Finance, Insurance & Real Estate
*Trade = Wholesale/Retail Trade
*TCPU = Transportation, Communications & Public Utilities

Data from CES and LAUS series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Agriculture Employment
1960-1994 Annual Averages

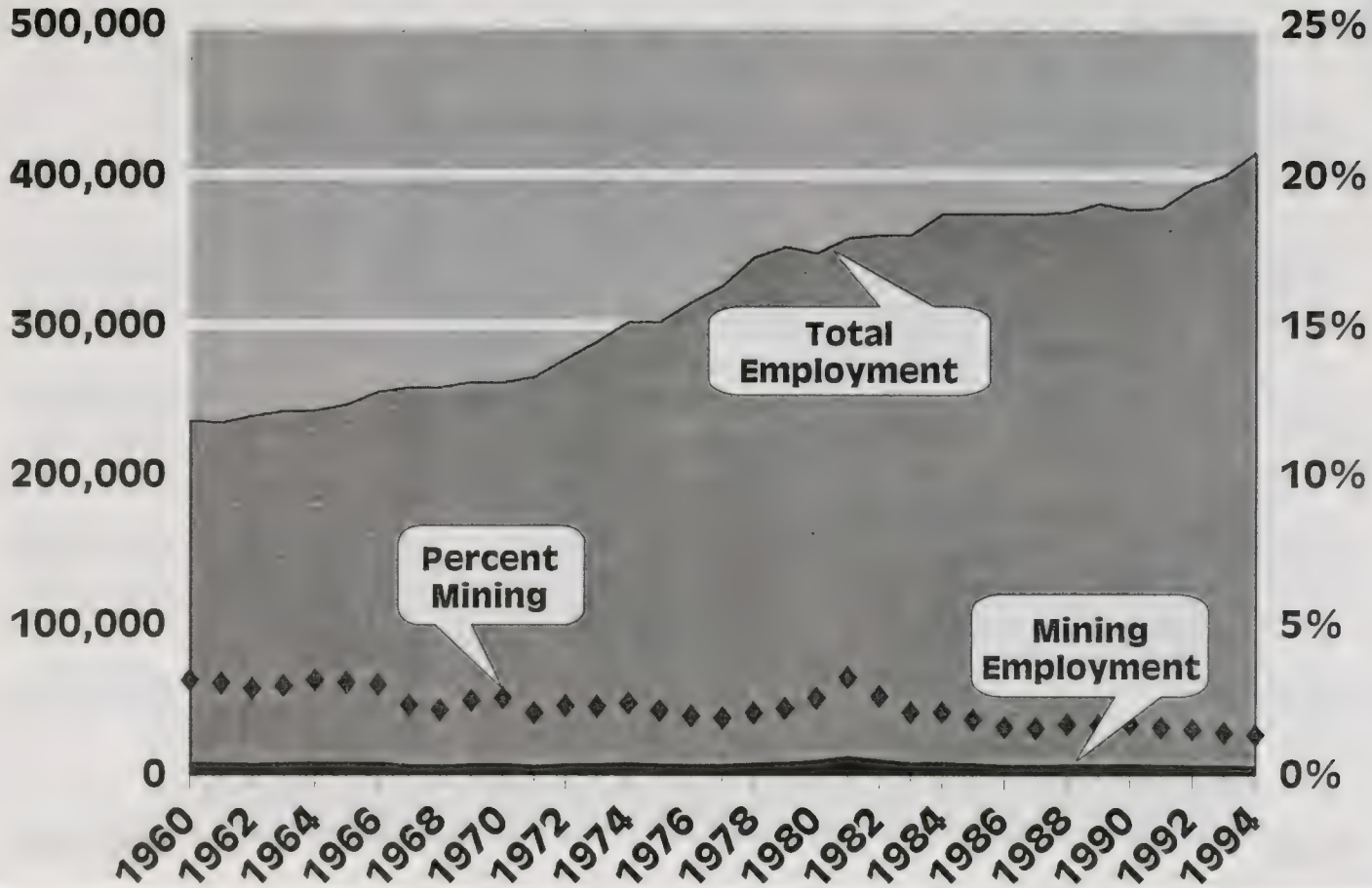


- Ag Production - crop
- Ag Production - livestock
- Ag Services - except veterinary and landscape/horticultural
- Forestry
- Fishing/Hunting/Trapping

Data from LAUS and CES Series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Mining Employment

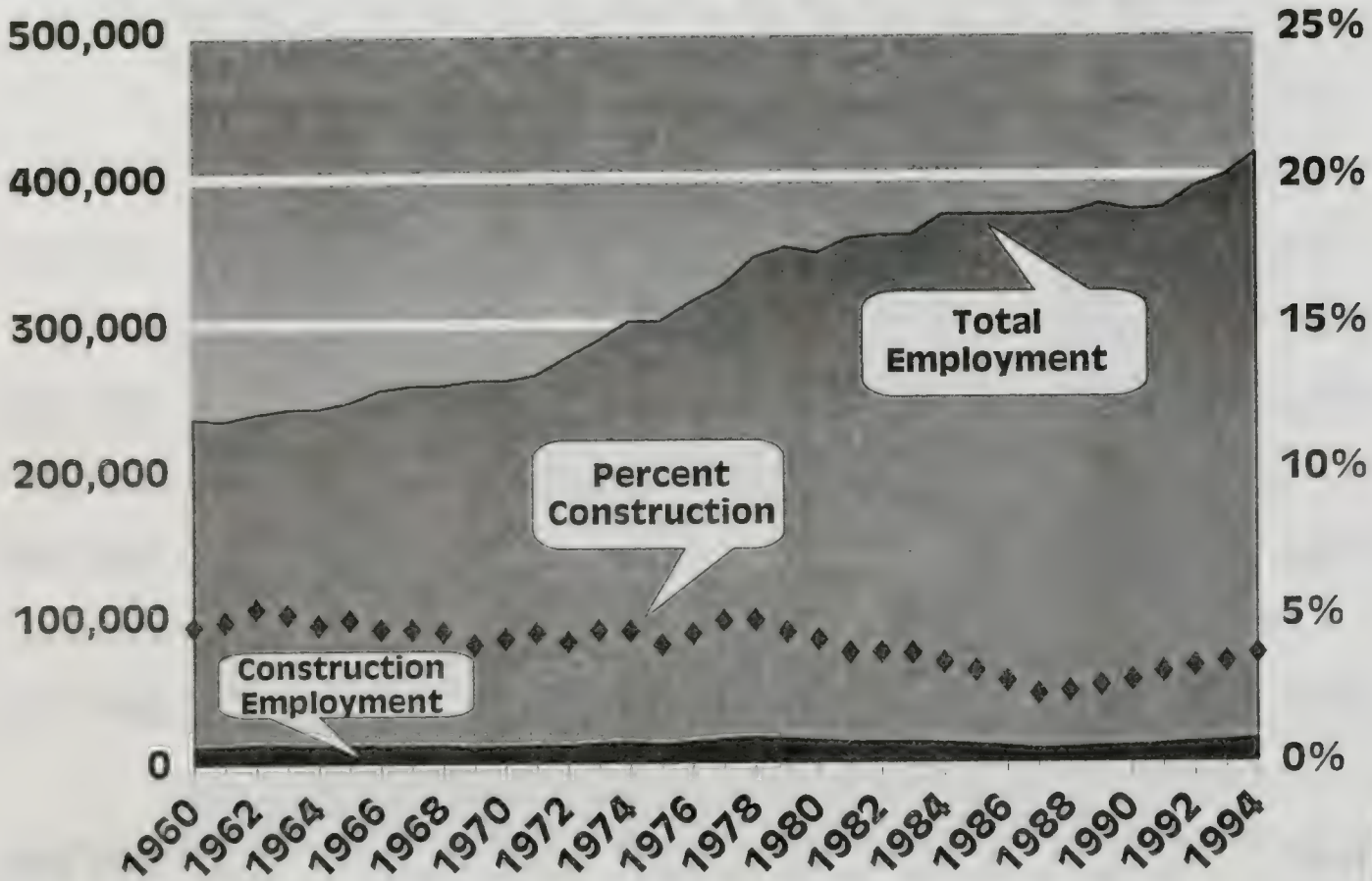
1960-1994 Annual Averages



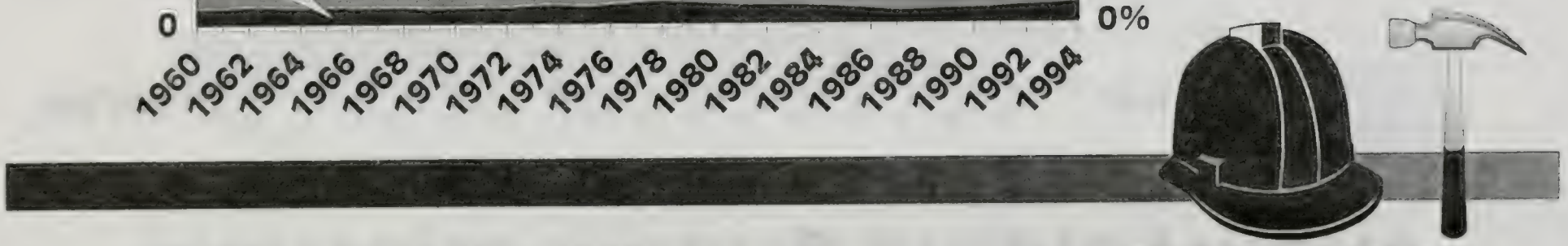
- Metal Mining
- Coal Mining
- Oil & Gas Extraction
- Nonmetallic Minerals

Data from LAUS and CES Series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Construction Employment
1960-1994 Annual Averages

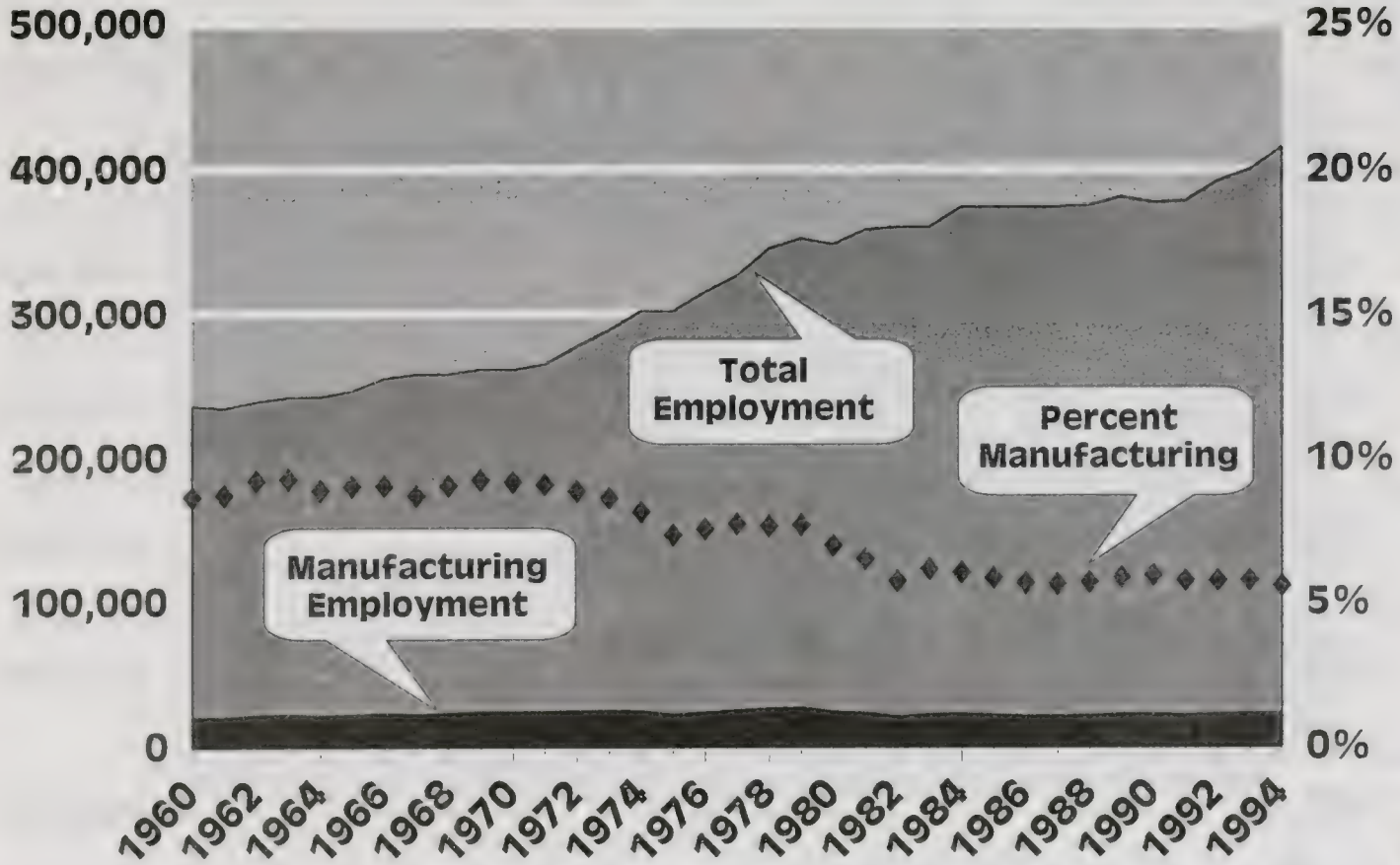


- General Building Contractors
- Heavy Construction
- Special Trade Contractors

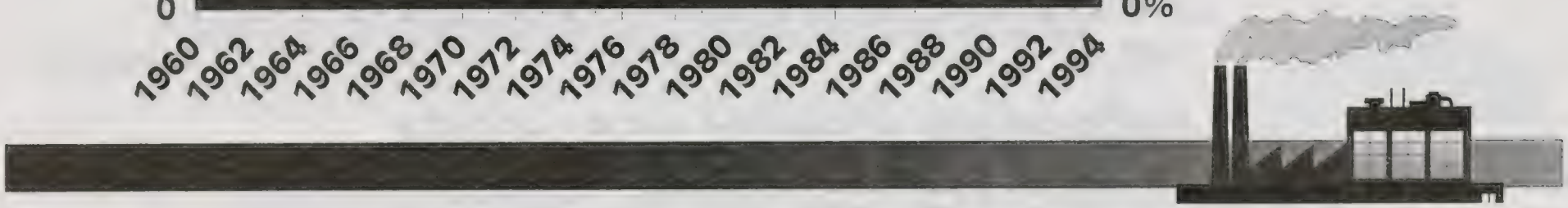


Data from LAUS and CES Series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Manufacturing Employment
1960-1994 Annual Averages



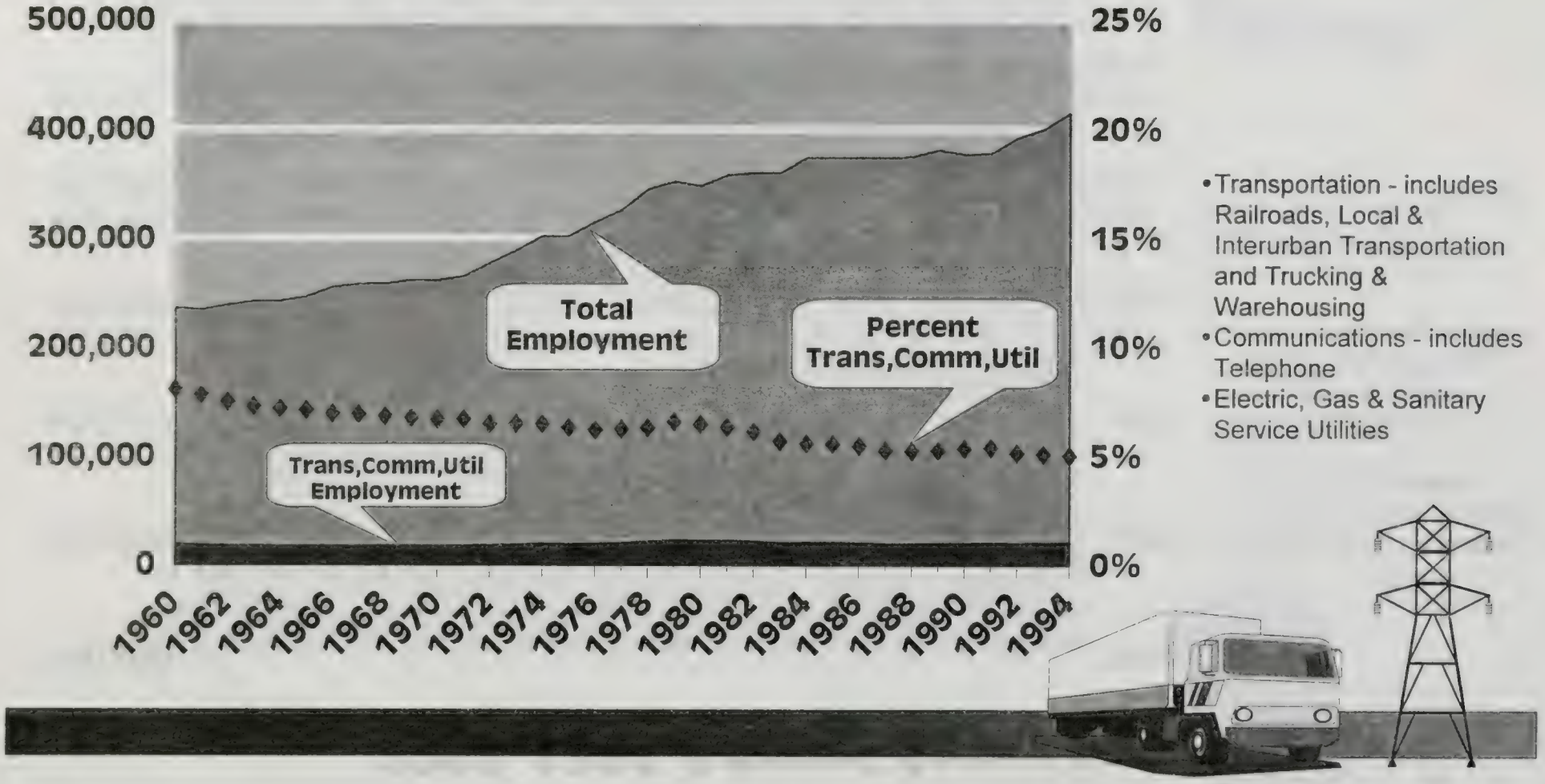
- Durable Goods Production - includes Lumber & Wood Products and Equiment Industries
- Nondurable Goods Production - includes Food & Kindred Products and Printing & Publishing



Data from LAUS and CES Series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Transportation, Communications and Public Utilities Employment

1960-1994 Annual Averages

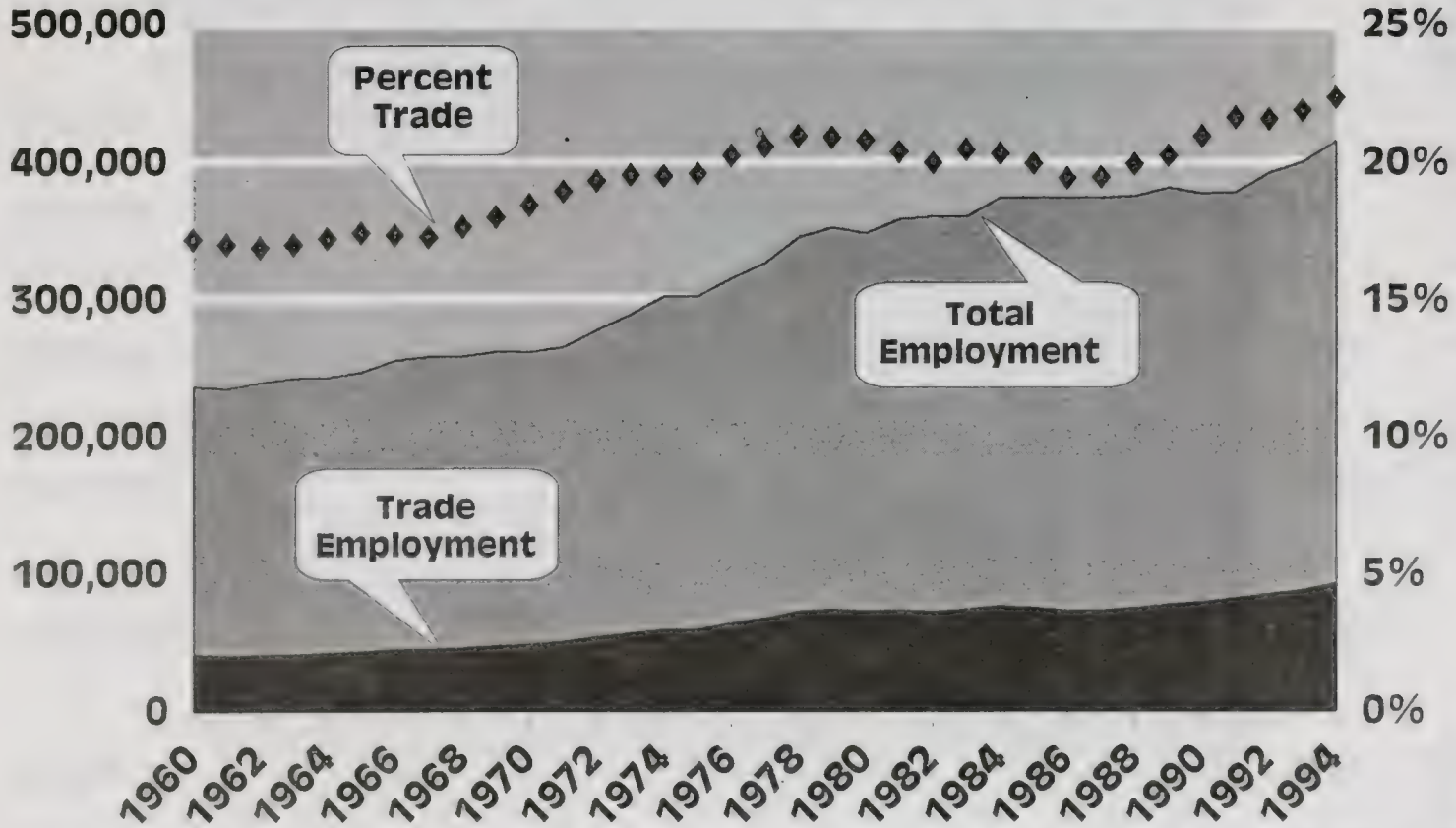


- Transportation - includes Railroads, Local & Interurban Transportation and Trucking & Warehousing
- Communications - includes Telephone
- Electric, Gas & Sanitary Service Utilities

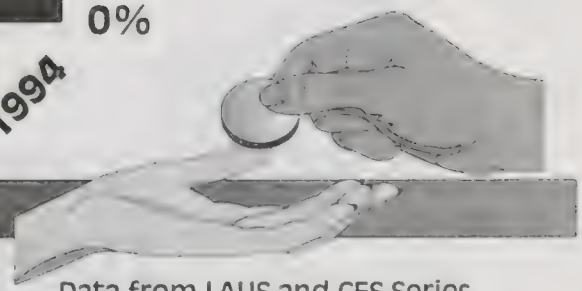
Data from LAUS and CES Series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Trade Employment

1960-1994 Annual Averages



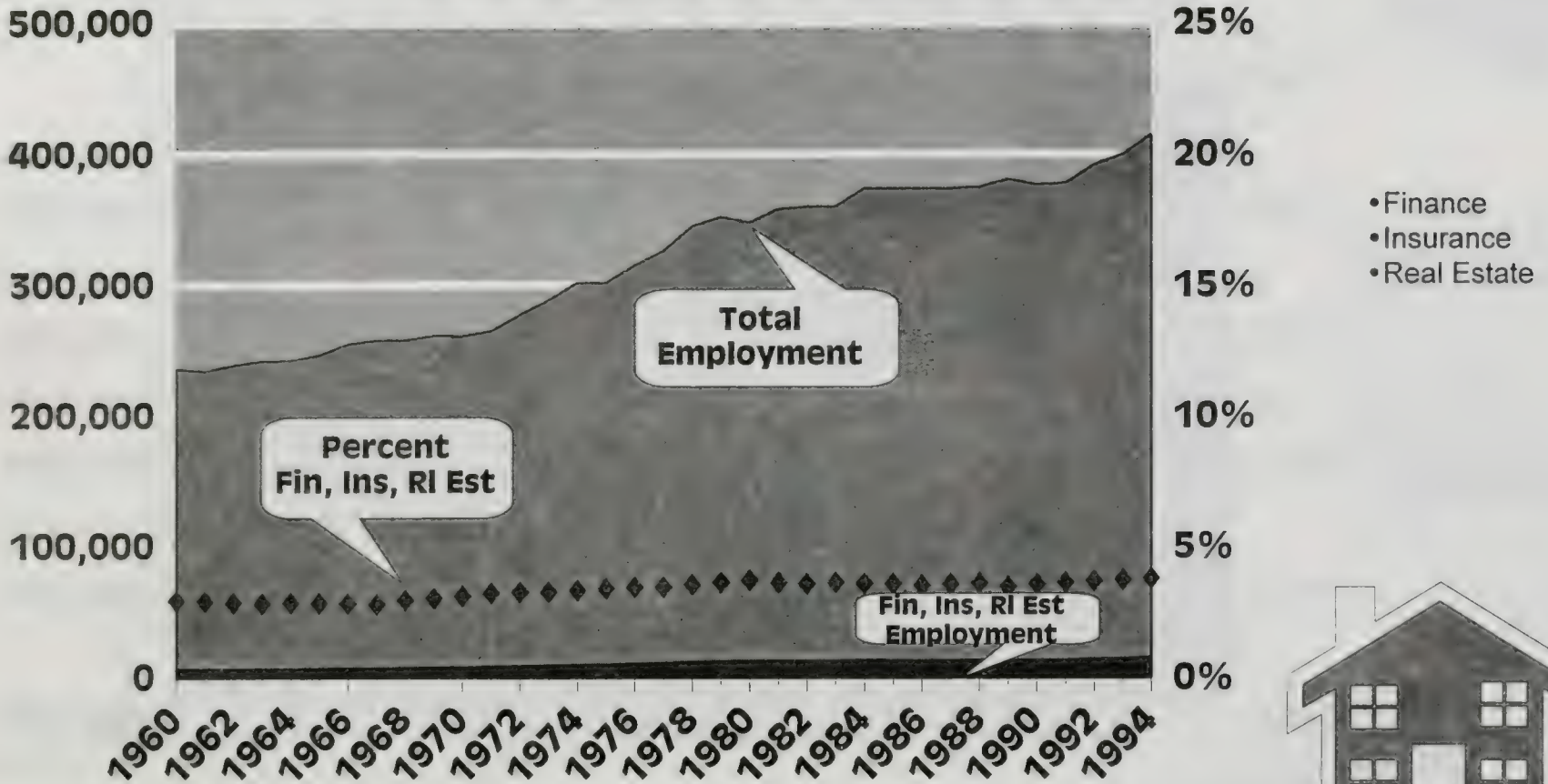
•Wholesale Trade
•Retail Trade



Data from LAUS and CES Series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Finance, Insurance & Real Estate Employment

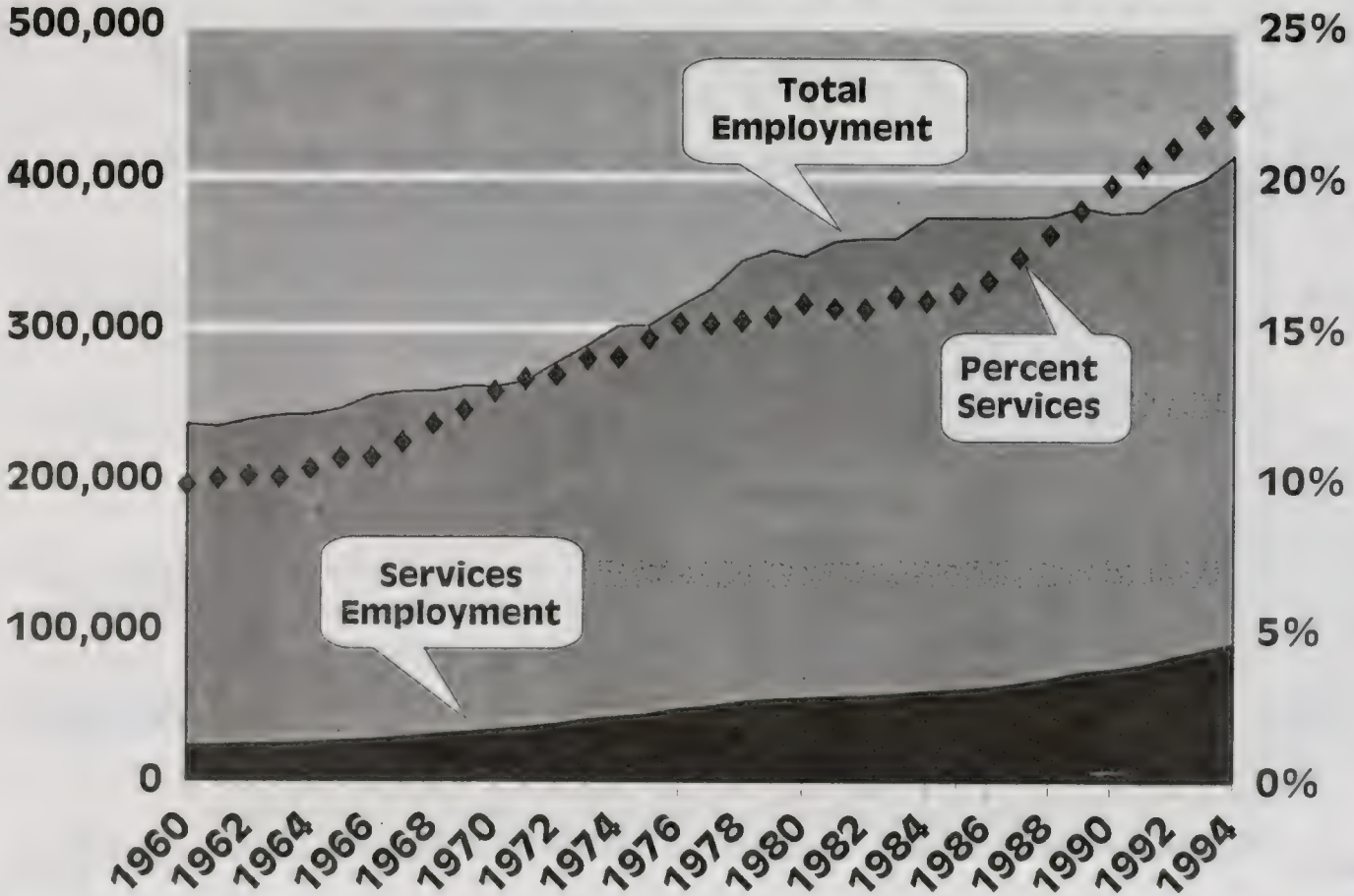
1960-1994 Annual Averages



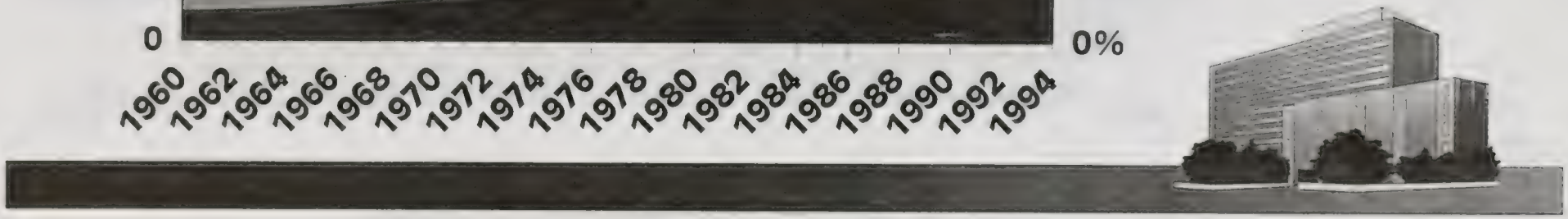
Data from LAUS and CES Series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Services Employment

1960-1994 Annual Averages



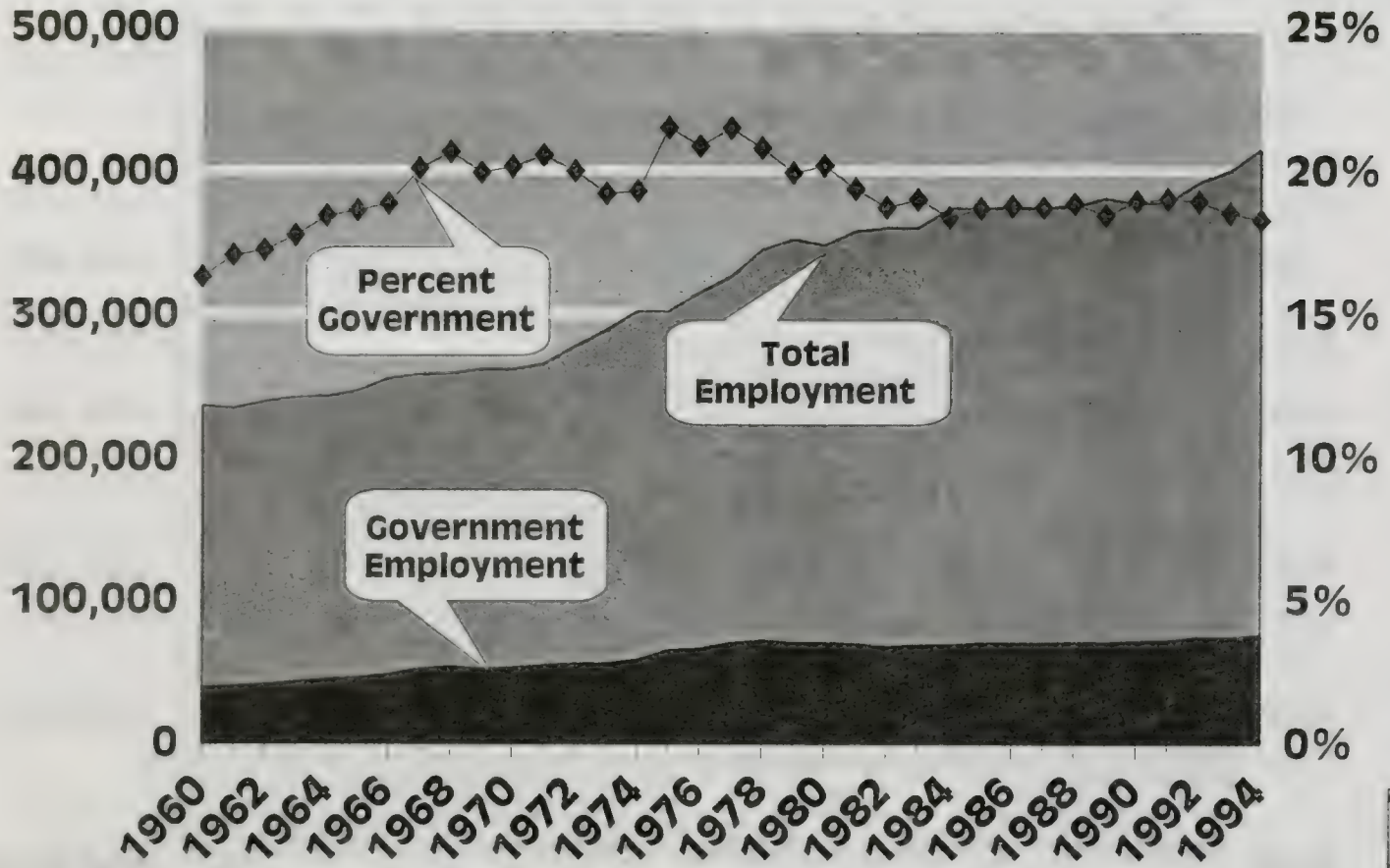
- Hotels & Other Lodging
- Personal Services
- Business Services
- Auto & Misc Repair
- Amusement & Recreation
- Health Services
- Legal Services
- Educational Services
- Social Services
- Membership Orgs
- Engineering & Management



Data from LAUS and CES Series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Government Employment

1960-1994 Annual Averages

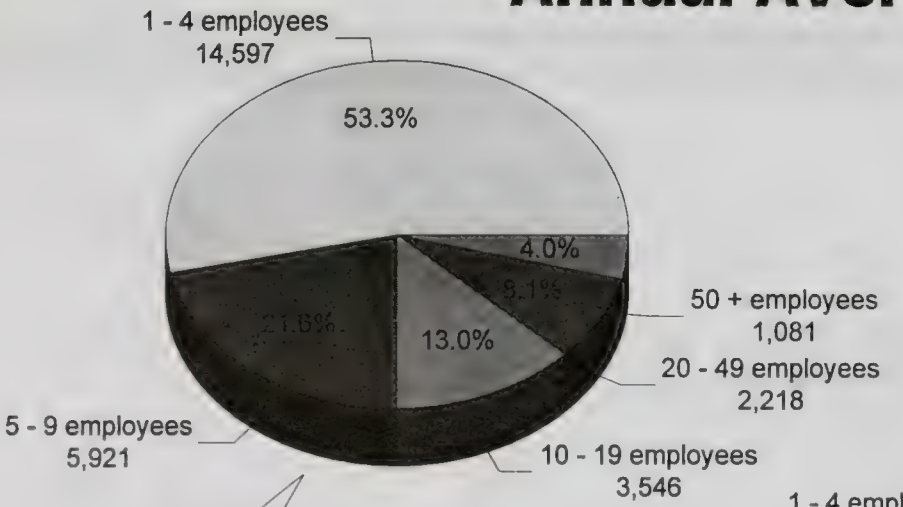


- Federal Government
- State Government - includes State Education
- Local Government - includes Local Education

Between 1993 & 1994, state government employment (excluding state education) decreased 424.

Data from LAUS and CES Series
Compiled by MT Dept of Labor & Industry, Research & Analysis Bureau

Montana Employment* by Work Site Size
Annual Average 1994

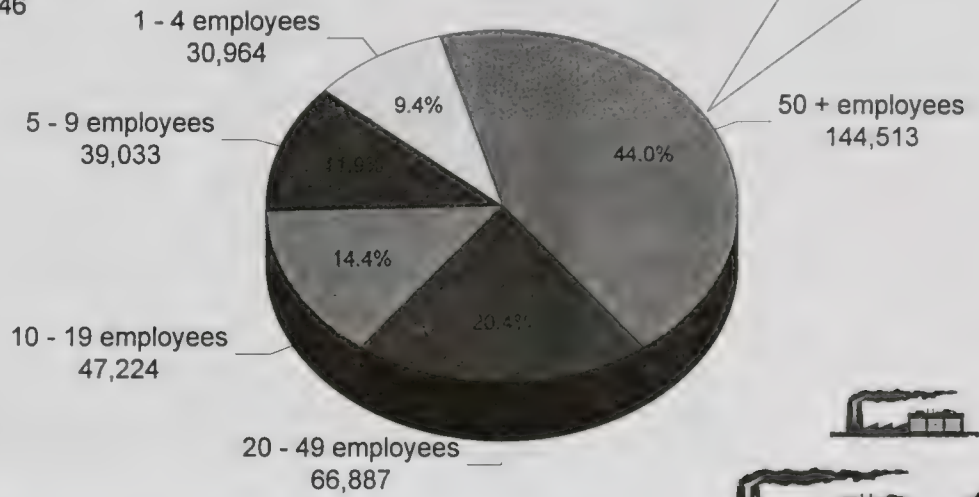


Number of Business Work Sites

- Over half of Montana's business work sites have less than 5 employees.
- Almost 90% of Montana's business work sites have less than 20 employees.
- Only 4% of Montana's business work sites have 50 or more employees.

Number of Employees

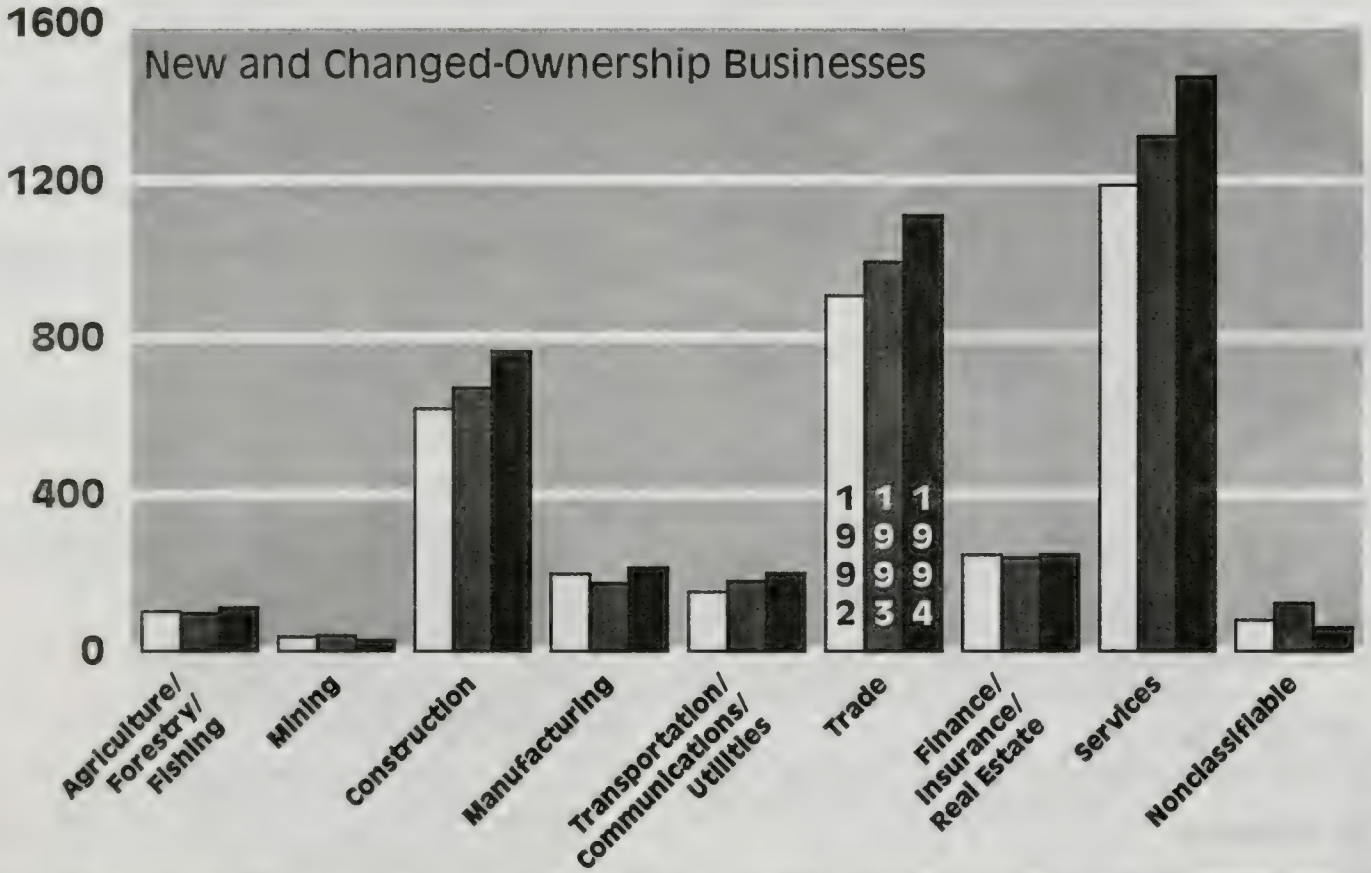
- Almost half of Montana's employees work at 4% of the work sites (those with 50+ employees.
- 65% of Montana's employees work at 12% of Montana's work sites.



***Covered employment includes government, but excludes railroads, self-employed and most ag employment.**

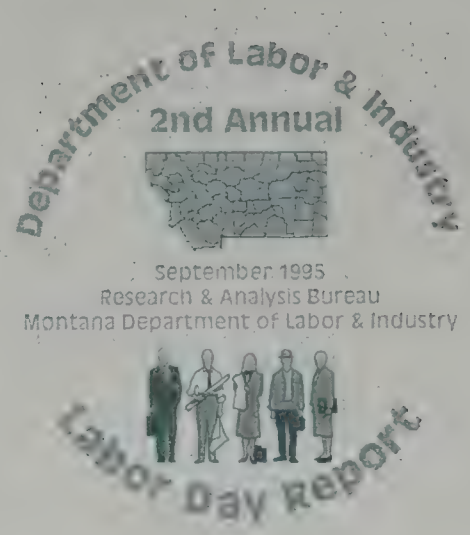
Data from ES-202 (covered employment*) series
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

New Business Establishments
Montana 1992-1994



Montana's fastest-growing sectors are Services and Wholesale/Retail Trade.

Data from Montana Unemployment Insurance Program
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

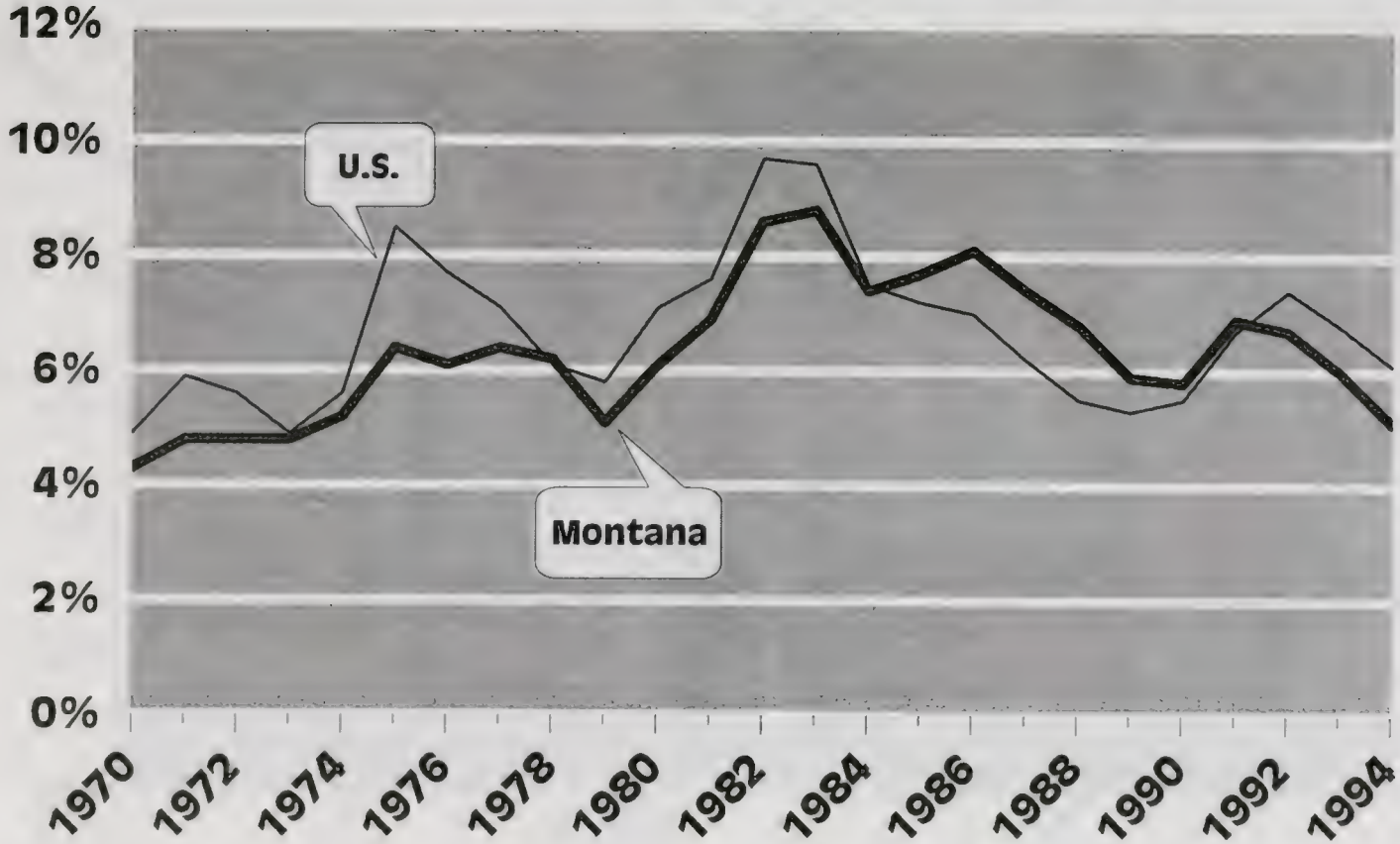


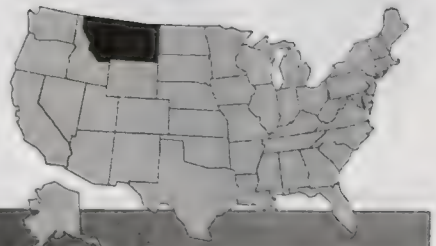
Profile
of the
Montana Worker

Problems We Face . . .

Annual Average Unemployment Rate

Montana and U.S.





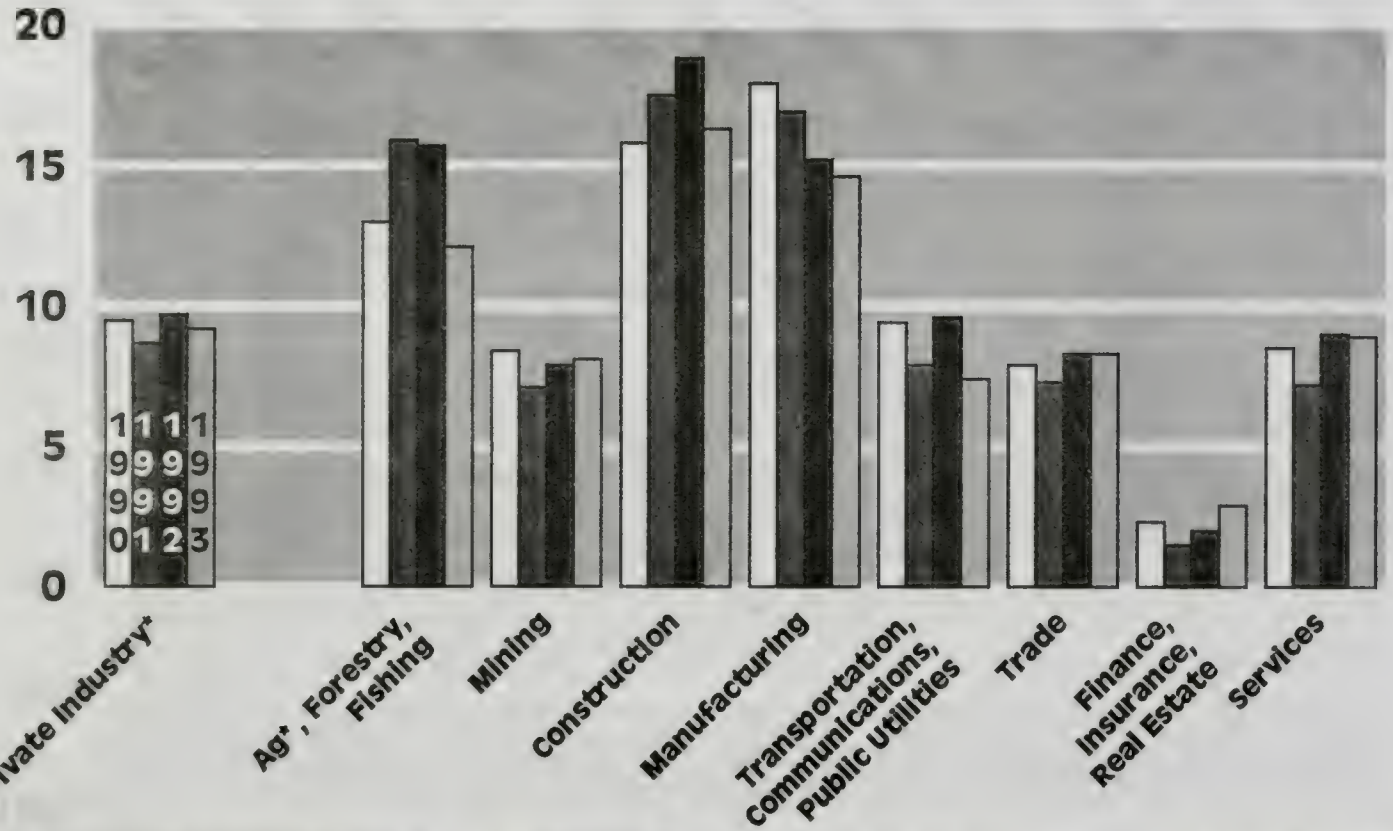
Since 1991, Montana's unemployment rate has been lower than the U.S. rate.

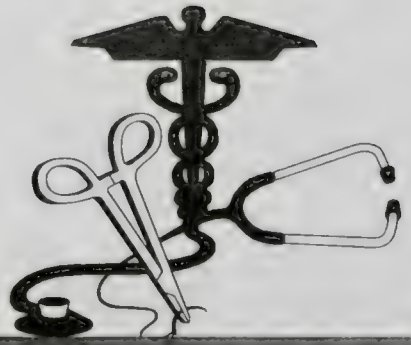
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Occupational Injury and Illness Incidence Rates

(per 100 full-time workers)

Montana 1990 - 1993†



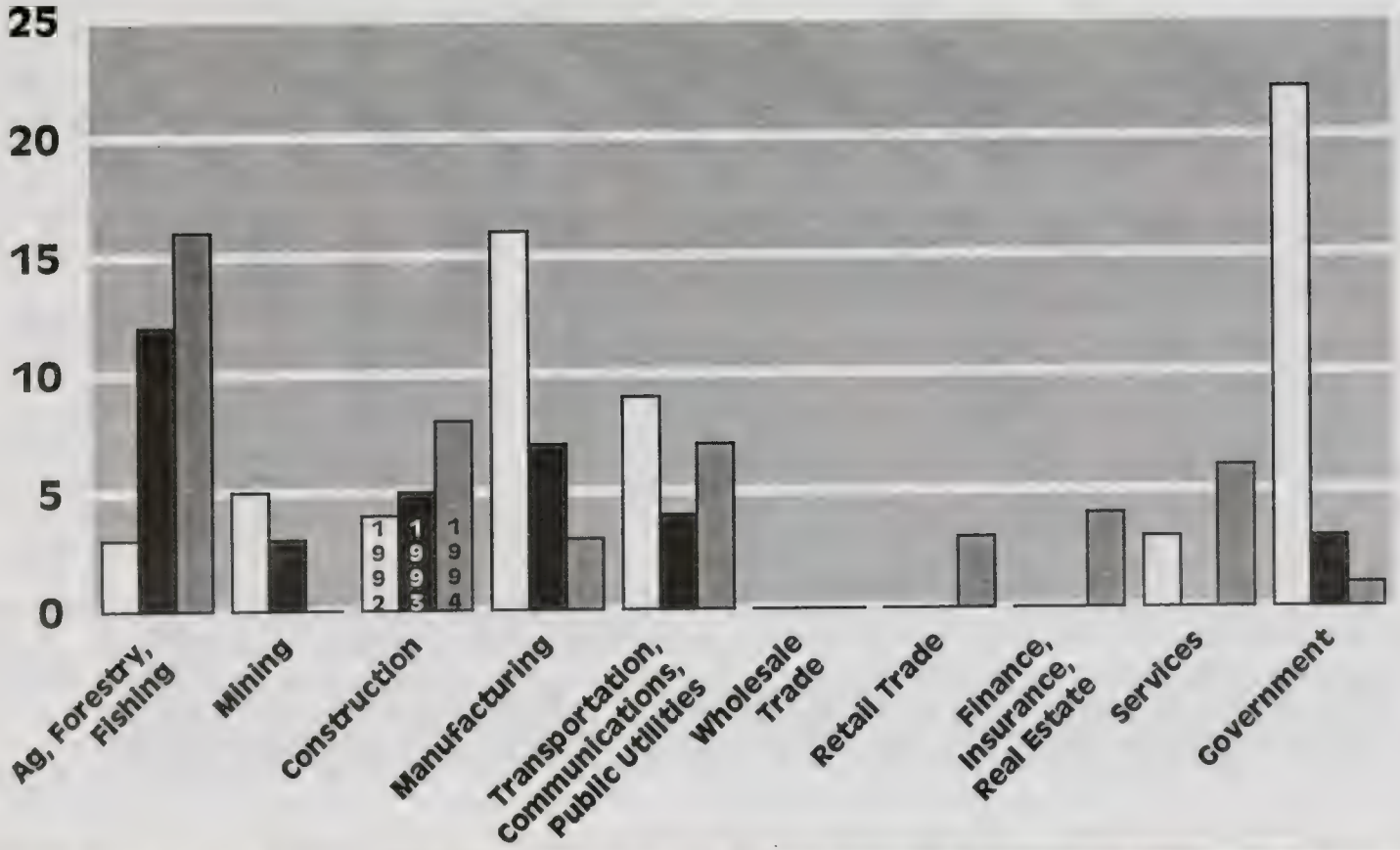


During 1993, an estimated 17,900 occupational injuries and illnesses occurred in Montana.

* Excludes farms with fewer than 11 employees
† 1992 and 1993 exclude fatal work-related injuries and illnesses.

Data from OSH program
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

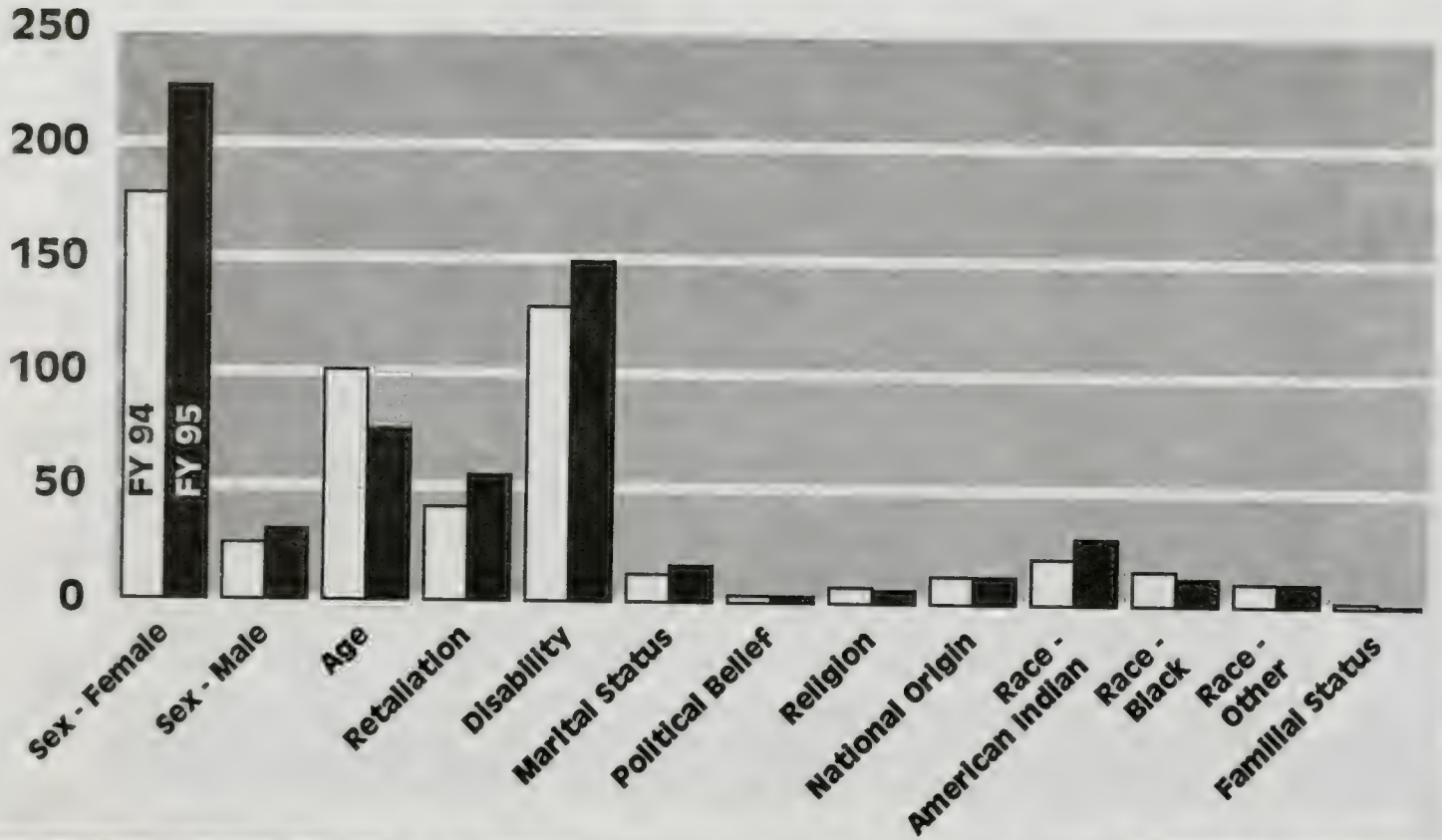
Fatal Occupational Injuries
Montana 1992 - 1993



Vehicle accidents accounted for almost half of Montana's fatal occupational injuries in 1994.

Data from CFOI program
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

Employment Discrimination Allegations
Filed with the Montana Human Rights Commission
Fiscal Years 1994 and 1995*



Sexual harassment complaints increased from 67 in FY94 to 104 in FY95, a 55% increase.

***Fiscal Year = July through June**

Data from Montana Human Rights Commission
Compiled by Montana Dept of Labor & Industry, Research & Analysis Bureau

DEFINITIONS and PROGRAM DESCRIPTIONS

Census of Fatal Occupational Injuries

The Census of Fatal Occupational Injuries (CFOI) program, conducted in cooperation with the U.S. Department of Labor, is designed to collect information on all work-related fatalities, including both injuries and occupational illnesses.

Census of Population and Housing

The U.S. Department of Commerce, Bureau of the Census, conducts a national census every ten years. In 1990, every person and housing unit in the United States was asked certain basic demographic and housing questions (for example, race, age, marital status, housing value, or rent). A sample of these persons and housing units was asked more detailed questions about such items as income, occupation, and housing costs in addition to the basic demographic and housing information. The data derived from the sample questions are estimates of the actual figures that would have been obtained from a complete count. The Census uses the same definitions of civilian labor force (CLF), employment and unemployment as the Local Area Unemployment Statistics (LAUS) program. The ***experienced unemployed*** are defined as those unemployed persons who have worked at any time in the past.

Covered Employment Program (ES-202)

The ES-202 report (produced by the Montana Department of Labor & Industry, Research & Analysis Bureau, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics) provides employment and earnings data reported to the Montana Department of Labor and Industry by employers subject to Montana's unemployment insurance laws. Normally these employers are those whose annual payrolls exceed $1,000 in a calendar year. Agricultural employers are not covered unless they have another business that is covered or pay total cash wages of $20,000 or more in a calendar quarter or employ 10 or more workers in 20 different weeks in a calendar year. A ***work site*** is a single physical location at which one type of economic activity is predominantly performed. Employers who operate at two or more locations are requested to identify separately the employment and payrolls of each location and each is classified as a separate work site.

Current Employment Statistics (CES-790)

The Current Employment Statistics (CES) program, conducted by the Montana Department of Labor & Industry, Research & Analysis Bureau, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, provides monthly estimates of a wide variety of employment and earnings information. The program estimates jobs by place of work (***establishment data*** or a ***count of jobs***) and covers full-time and part-time employees who worked during, or received pay for, the payroll period that includes the 12th of the month. CES data excludes the self-employed, volunteers, unpaid family workers and domestic workers. Persons who are on paid sick leave, vacations or holidays are considered employed. Payroll and worker-hour data are collected for nonfarm wage and salary workers. (***Nonfarm wage-and-salary workers*** are employees who are production and related workers in manufacturing industries, nonsupervisory workers in private service-producing industries, and construction workers in construction industries. Self-employed, owners and partners of unincorporated businesses, persons working in small agricultural operations, unpaid family members, workers on straight commission, some elected officials and domestic employees are excluded.) Earnings figures are "gross" figures — that is, they reflect changes in wage rates, shift differentials and premium pay for overtime work. The hours figures relate to the hours for which pay was received, which is different from scheduled or standard work hours.

Local Area Unemployment Statistics (LAUS)

The LAUS program is conducted by the Montana Department of Labor & Industry, Research & Analysis Bureau, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics (BLS). In Montana, the program uses a statistical model, with data collected monthly through the Current Population Survey (CPS) as its major component , to compute labor force, employment and unemployment data. The LAUS program is the official BLS-approved series used to allocate federal funds and determine eligibility for federal assistance programs. It estimates employment and unemployment by place of residence (***residence data*** or a ***count of people***) and is not comparable to the place-of-work (establishment or count of jobs) data from the CES program. LAUS data is calculated for the week that includes the 12th of the month. Total ***employment*** includes agricultural workers, unpaid family workers, domestic workers and the self-employed in addition to non-farm wage and salary workers. The ***civilian labor force*** is those persons 16 years and older, defined as employed or unemployed, excluding members of the armed forces. ***Employment*** is defined as the number of people who, during the reference week, worked at least one hour for pay or profit, or 15 hours or more as unpaid family workers. ***Employment*** includes those who, although not working, had some job attachment and were not looking for work — including persons temporarily absent from a job due to illness, bad weather, vacation, or labor dispute, whether or not they were in a pay status during their time off. ***Unemployment*** is defined as the number of people who did not work at all for an entire week, were both able and available to work, and (1) were looking for work or (2) would have looked for work, except that (a) they were waiting to return to a job from which they had been laid off, or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week). The ***unemployment rate*** is the number of unemployed as a percent of the civilian labor force.

Occupational Employment Statistics (OES)

The OES survey is a periodic mail survey (conducted by the Montana Department of Labor & Industry, Research & Analysis Bureau, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics) of a sample of nonfarm establishments to obtain wage and salary employment by occupation. The Research & Analysis Bureau uses these data to develop occupational projections for nonfarm, wage-and-salary workers.

Per Capita Personal Income

Per capita personal income (average income per person) is defined as annual total personal income of residents divided by the resident population as of July 1 of each year. ***Personal income*** is income received by persons from all sources — private and government wage-and-salary disbursements (payrolls), other labor income (for example, employer contribution for fringe benefits), farm and nonfarm proprietors' (self-employment) income, rental income of persons, personal dividend income, personal interest income, and transfer payments — less personal contributions for social security and other social insurance. Personal income is measured before the deduction of personal income taxes and other personal taxes, and, unless otherwise noted, is reported in current dollars with no adjustment made for price changes.

Survey of Occupational Injuries and Illnesses (OSH Program)

The Survey of Occupational Injuries and Illnesses is an annual survey conducted, in cooperation with the U.S. Department of Labor, to compile occupational injury and illness statistics. Excluded from the survey are self-employed individuals, farmers with fewer than 11 employees, private households employing domestic workers, and independent mining contractors. Employers regulated by other federal safety and health laws, and all local, state and federal government agencies are also excluded.

Acknowledgements

Thanks are due to many people who contributed to the production of this report, including:

- the publication team (Jean Peacock, Phil Brooks, Gerry Hiles and Tina Hash) of the Department of Labor & Industry, Research & Analysis Bureau, who researched the data, created the charts and graphs, composed the summaries, and edited and assembled the report.
- all those who take the time to respond to the government surveys which provide the base data.
- program staff from the Montana Departments of Labor & Industry and Commerce who supplied and interpreted the data.
- the Commissioner and Administrators of the Department of Labor & Industry who suggested the department should do a report to the public on Labor Day.
- Andrew Malcolm, the Governor's communications director, whose idea it was to profile the average Montana worker.

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